REPORT RESUMES

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THE FACULTIES OF VIRGINIA'S COLLEGES AND UNIVERSITIES.
BY- LECROY, R. JAN AND OTHERS
VIRGINIA STATE COUNCIL OF HIGHER EDUC., RICHMOND
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RECRUITING NEW FACULTY MEMBERS TO MEET THE DEMANDS OF INCREASING ENROLLMENTS IS CLEARLY ONE OF THE PRINCIPAL TASKS CONFRONTING VIRGINIA'S INSTITUTIONS OF HIGHER EDUCATION. THIS DETAILED STUDY ANALYZES THE FACULTIES OF VIRGINIA'S COLLEGES AND UNIVERSITIES, AND MAKES RECOMMENDATIONS FOR ALLEVIATING THE PROBLEM. DATA WERE SOLICITED THROUGH A QUESTIONNAIRE SENT TO EACH INSTITUTION ASKING FOR INFORMATION ON ALL FACULTY MEMBERS. BECAUSE THE DEMAND FOR FACULTY HAS FAR OUTSTRIPPED SUPPLY, THE COMMISSION MAKES SEVERAL RECOMMENDATIONS--(1) SALARIES SHOULD BE INCREASED TO QUALIFIED PERSONNEL, (2) GREATER NUMBERS OF QUALIFIED FACULTY MEMBERS CAN BE PRODUCED BY INCREASING GRADUATE PROGRAMS, (3) UNDERGRADUATES SHOULD BE DIVERTED TO 2-YEAR INSTITUTIONS, THEREBY REDUCING UNIVERSITY RESOURCES DEVOTED TO LOWER DIVISION INSTRUCTION, (4) INSTRUCTORS SHOULD BE REQUIRED TO TEACH MORE CLASSES, AND (5) NEW TECHNIQUES OF INSTRUCTION SHOULD BE DEVELOPED. (HS)

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THE FACULTIES OF VIRGINIA'S COLLEGES AND UNIVERSITIES

Staff Report #8

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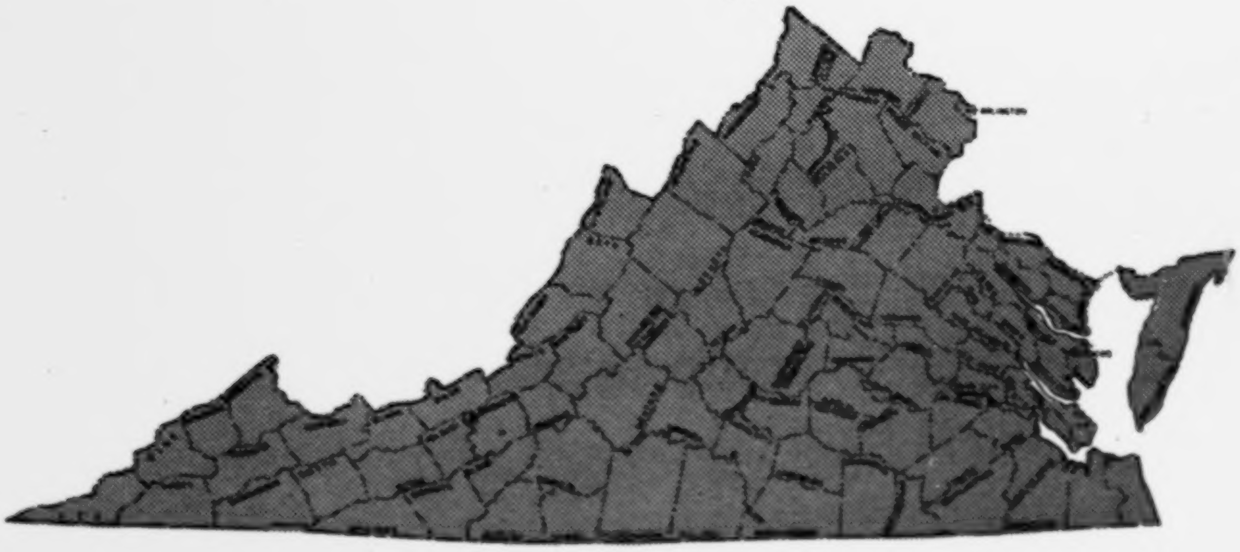

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Rooms 1000-1008 Tenth Floor
Life Insurance Company of Virginia Building
914 Capitol Street, Richmond, 23219

Staff Report #8

THE FACULTIES OF VIRGINIA'S COLLEGES AND UNIVERSITIES

By

R. Jan LeCroy, Richard G. Browne, and James R. Connor

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RICHMOND, VIRGINIA
1965

FOREWORD

The Virginia General Assembly in 1964, under Senate Joint Resolution No. 30, authorized the Governor to appoint a Commission on Higher Education, and directed the Commission "...to undertake a comprehensive study and review of higher education, to be used as a basis for effective long-range planning as to objectives, needs, and resources of public and private higher education in the Commonwealth of Virginia." The members appointed to the Commission are listed on the title page of this volume. The Commission selected a staff for carrying on the Study and approved an outline of the topics to be covered. Several of these topics required the collection and interpretation of extensive data; the detailed analyses of problems led, in many cases, to suggestions for their solution. The results of these detailed studies, prepared by staff members and consultants, are published as Staff Reports, to make the information generally available.

Staff Report #8, published herewith, presents data concerning the faculties of the institutions of higher education in Virginia. The method of collecting the data is described in Chapter I of this Staff Report. Each institution in Virginia submitted data for its faculty members, something over 5,500 in all. In some cases the reports for individual faculty members were incomplete, so that most tabulations in the Report are based on a total slightly below 5,500. The privately controlled institutions were assured that their reports would be published under code numbers, not by the name of the institutions, so as to preserve the confidential nature of the data. Each institution is given a different number in each of the tables of data in the text of this Report; the code numbers for its entries have been supplied only to the institution.

Staff Report #8 is the product of three staff members of the Higher Education Study Commission. Dr. James R. Connor, Associate Director of the Study, was in general charge of the collection and processing of the statistical materials, and he completed the writing of one or two chapters before leaving the staff of the Commission in August, 1965, for his new assignment at Stanford University. Dr. Richard Browne was brought in as a consultant to continue the interpretation of the data and the preparation of a draft of some of the remaining chapters. Jan Le Croy, Research Associate on the staff of the Commission, took over the supervision of the processing of the statistical data after Dr. Connor left; he has also written a considerable body of the interpretative material, and has been mainly responsible for pulling together the drafts of chapters and interpretations of the data supplied by Dr. Connor and Dr. Browne, and consolidating these materials into the final draft of this Staff Report.

The text of Staff Report #8 represents only the findings and interpretations of the authors. The Report has been reviewed by the Higher Education Study Commission but the release of the Report does not imply an endorsement by the Commission of any suggestions and recommendations herein contained.

John Dale Russell
Director of the Study

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CHAPTER I

PURPOSE AND METHOD OF THE STUDY

A college or university consists of many things, and the term may conjure up different images to different persons--architecture and buildings with ivy on their walls; libraries filled with thousands of books and periodicals; football teams or other evidences of athletics; presidents and deans pondering administrative problems; students demonstrating on the campuses; or fraternities, sororities, and residence halls. Irrespective of what image is evoked by the words college or university, basic to the educational activity on the college campus is the faculty. The old saw about the essential ingredient for higher education-Mark Hopkins on one end of a log and a student on the other-may be somewhat outmoded today, but it would be a bold individual indeed who would argue that any educational institution could function adequately for very long without a faculty. The quality of that faculty--in its teaching, in its research, and in its public service--justly determines the over-all quality of the institution.

Recent events at Berkeley, California, and elsewhere have indicated that not only are administrators, boards of trustees, and state legislators interested in the teaching faculty, but that students as well are intensely concerned about the quality of the faculty which instructs them. Complaints about the use of mechanical devices, which may be a substitute for the "wisdom of a professor," or the utilization of untrained graduate students teaching freshman and sophomore courses, are not by any means an exception to the rule in American higher education today. To what extent these comments are justified is another question, but they are an indication that the most important single element in a college is its faculty. Even though one grants that physical facilities, libraries, residence halls, opportunities for student activities, and the like are necessary concomitants of higher education, one cannot escape the fact that the central element in the learning process is the institutional faculty.

As a result of this unchallengable assumption, the Virginia Higher Education Study Commission resolved early in the course of its comprehensive study to undertake an intensive analysis of the faculties in all of the Virginia colleges and universities. Information on faculty was requested from both the state-controlled and privately controlled colleges in the Commonwealth, and all but one institution accredited by the State Board of Education for the 1964-65 Session submitted most of the requested information. The single exception was the Apprentice School of the Newport News Shipbuilding and Dry Dock Company, which felt that its staff members were not engaged in truly comparable activities to those of the normal college since the school "is fully owned and operated as a part of a private industry and has no separate operating budget." With this legitimate exception, the Commission received detailed information from the 5,505 faculty members serving in 54 colleges and universities of Virginia.

During the course of the Commission's Study, each of the state-controlled and privately controlled institutions within Virginia was visited by one or more members of the Commission's staff. Discussions were carried on at the time of these visits with the presidents, deans, directors, and other administrative officials of the institutions. The frank sharing of views by individuals at the institutional level was most helpful to the staff in reaching some judgments about the current situation in higher education within the Commonwealth. Uppermost in the minds of most of these administrators was the problem of staffing their institutions, both in terms of replacing faculty who might resign or retire and of adding new faculty because of increases in student enrollment and expansion of programs.

Each college and university indicated concern about the quality of its faculty in the future, as competitive pressures increase. Certain areas were viewed as critical--the languages and the sciences, in particular. Questions of salary and the institution's ability to pay faculty at a level of compensation which would allow them to acquire the services of competent individuals were openly discussed. Fears about the availability, at any price, of persons with suitable academic preparation and degrees were expressed at almost every college in the State. Among a few institutional presidents, there existed the belief that the faculty which their college currently employed was better in terms of objective measurements than that of twenty years ago, but by far the majority of the presidents felt that their institutions had possibly slipped a little in terms of previous standards for faculty.

This central concern, while troubling, is a tribute to the sense of perspective of the colleges and universities, because it represents a crucial and proper focal point in the on-going operation of an institutional academic program. In a very real sense, Virginia colleges regard the strengths and weaknesses of their institutions in terms of the strengths and weaknesses of their faculties; the distinction which their colleges have acquired is determined more by the quality of their faculties than by any other single factor. The same concerns about faculty in the future exist at the national as at the state level, Many studies nationwide in scope have been and are continuing to be made regarding staffing of colleges and universities.

Method of this Study

Because of the importance of determining the total faculty resources available at the Virginia colleges and universities, early in the development of the study an inquiry form was sent out to each institution asking for fundamental information on each faculty member in service at the institution in the fall of 1964. The purpose of this form, attached as Appendix A, was to secure basic personnel data about each faculty member. The institutions were requested to include all faculty--those engaged in research, administration, or non-teaching duties as well as those directly responsible for the teaching of courses in the fall of 1964. Graduate assistants, laboratory instructors, and other such faculty members were to be included if they had full responsibility for conducting and submitting grade reports for a class, a discussion group, or a laboratory section. Faculty members who taught only non-credit courses and residents and interns in the two medical schools were to be excluded. Regular medical school faculty were, however, to be included in the reports. Faculty members on leave were to be included or excluded at the option of the reporting institution. It should be noted that this definition of "faculty member" differs somewhat from that used in other parts of the study, particularly Staff Report #5.

The colleges were assured that all information on individual faculty members would be kept confidential in the office of the Commission, and that any summaries that were released would not allow individuals to be identified. If the institution so desired, it could withhold the name of the individual faculty member on the report, using a coded number or social security number to serve as a check to insure that all faculty members of the institution were accounted for in the returns. In addition, the privately controlled colleges and universities, as in previous parts of this Study, were assured that their institutions would not be identified by name in any printed report.

As noted above, data were secured from each institution on the accredited list of colleges and universities of the State Board of Education for the fall of 1964 with one exception. Because this list excluded the two theological seminaries in Virginia--Union Theological Seminary in Richmond and the Protestant Episcopal Seminary in Alexandria--faculty data were not requested from these institutions. With these exceptions all the institutions within Virginia participated in this faculty survey. One privately controlled four-year college and one privately controlled two-year college, however, decided against the submission of any salary data on their faculties and so informed the Commission office. These institutions compiled all the other data that were requested. This will explain some minor variations in the total number of faculty members in the statistical tabulations. In addition, some items in the individual report forms were not filled in and the information could not be secured. Thus the total number of faculty included in the various tabulations of this report will generally be somewhat less than 5,505, which was the total number of forms returned either fully or partially completed.

The colleges were asked to use their own judgment as to how information for each of their faculty members was to be collected. If the institution had in its files all the requested data, the forms could be completed in a central office for each member of the faculty. If only some data were available centrally, the college might want the individual faculty member to complete the other items. In some cases, each individual faculty member filled in his information as requested on the form.

Although a great deal of pertinent data might be collected concerning college faculty members, there is also need to limit such information to that from which the most useful and appropriate analyses can be developed. In the present study the request for data was limited to the basic minimum of items that seemed most useful. For example, it would have been possible to request information on all the degrees earned by each faculty member; a decision was made, however, to ask for the highest degree earned only. It would have been possible and perhaps useful to have requested a listing of all the professional and educational experience of each faculty member; instead it was decided to limit this aspect to the "last previous position or work prior to joining this institution's faculty."

The information requested included the academic discipline, as noted by departmental designation, to which the faculty member was assigned. Later these disciplines were coded so that IBM processing was possible. The academic rank of the faculty member was also requested, ranging from professor, associate professor, assistant professor, instructor, and lecturer. For those, such as graduate teaching assistants or others who held no clearly definable academic rank, "other" was to be indicated. The sex of the faculty member was also requested as well as age in years. Length of service at present institution and total service in higher education were also requested as significant items of information.

Since the sources from which institutions secure faculty members is a most important question, information on last previous position was requested. In this way, it is possible to determine to what extent faculty members have moved from one institution to another and to what extent institutions recruit faculty members from agencies other than colleges and universities.

Data on salaries paid faculty members were also requested by the Commission. Perhaps no one would question the importance of compensation as affecting both the supply and the demand of the academic profession. Russell Kirk's suggestion that college faculties either be paid relatively nothing or in accordance with the services they perform is perhaps a facetious method of drawing attention to the compensation of the profession. In most cases, a member of a faculty holds an appointment and is compensated for his services according to one of three plans. First (and the most frequently occurring case), he might have an academic year appointment. This means that his services are required on a nine- or ten-months basis, usually from September to June, and his salary is paid to him for this period of service. In the two or three months for which he does not receive a regular salary, he is free to accept a teaching assignment in his own or another institution (during a summer session) or, if he prefers, to conduct or continue a research project, or engage in any other activity.

A less common type of appointment is a calendar-year appointment with teaching duties normally over an eleven-month period. In this case, it is understood that the faculty member's services are available for the entire year, with a month available for vacation. Most administrative officers are on annual appointments, since there are aspects of institutional operation which must be continued throughout the year, even where there is no summer session. Compensation for an annual appointment varies from the annual rate paid on an academic year basis, with usually 20 per cent or more being allowed for summer work. In at least one privately controlled college in Virginia each faculty member is given the opportunity to choose one five-week summer session as a part of his basic appointment and is compensated accordingly.

The third type of appointment utilized by colleges and universities is a part-time appointment. In this case, an individual may be appointed to teach a single class because of his own particular knowledge of the subject, or he may have more than one class but less than a full-time load. An individual in business may be employed to teach a course in accounting or a lawyer may be assigned to teach business law. Employment of part-time faculty members may be particularly appropriate in medical schools where practicing physicians share their knowledge and skills with young medical students. There are large numbers of part-time faculty members on the faculty of the Medical College of Virginia, many of whom actually contribute their services without compensation. It is at institutions located in metropolitan areas, where such human resources are most abundantly available, that large numbers of part-time faculty members are most often found. Salaries for such individuals are usually paid on the basis of each class taught.

In addition to information on salary and salary basis, faculty members were requested to indicate the nature of faculty duties and the level of teaching, whether undergraduate only, graduate only, or both graduate and undergraduate. Finally, because quality of faculty is often correlated with the highest earned degree, information was requested about the highest degree held, the institution which conferred the degree, and the year in which it was conferred. The different levels of degrees were distinguished as follows: the earned doctorate (Ph. D., Ed. D., J. S. D., etc.); the professional doctorate (M. D., D. D. S., Doctor of Veterinary Medicine); the master's degree in professional fields (M. S. in Library Science, Master of Laws, Master of

Social Work, etc.); the master of arts or master of science degree; the baccalaureate degree; and the associate of arts degree. Summaries based upon an analysis of degree qualifications provide one qualitative measurement which can be expressed quantitatively. One should not, however, over-emphasize this measure, because many faculty members who are well known in the profession have reached high levels of distinction and contribution to scholarship and teaching without the Ph. D. or other similar degree.

Chapter II of this report deals with age, sex, and length of service in higher education and in the institution in which the faculty members are presently employed. Chapter III is concerned with academic rank. In Chapter IV there is an analysis of the academic degrees earned by faculty members-one of the quantitative, but imperfect, measures of faculty quality. The various levels of instructional service performed by faculty members are reported in Chapter V. The important factor of faculty salaries in Virginia is analyzed in Chapter VI, against a background of the nationwide situation. The final section, Chapter VII, consists of a summary and conclusions leading to certain recommendations.

CHAPTER II

AGE, SEX, AND INSTITUTIONAL SERVICE OF FACULTY MEMBERS

Many university and college administrators believe that the most crucial problem they now face is faculty recruitment. Where and how are qualified faculty members to be found? What sort of persons should be sought? Of what age? With what previous educational experience? Would it be possible to recruit more women for faculty positions?

The data reported in this and following chapters are designed primarily to give a picture of the faculty members now serving in the Virginia institutions of higher education. The comprehensiveness of the study, containing more information than ever gathered previously, provides insights into the faculty situation in individual colleges as well as for the State as a whole. These insights should prove of value in recruiting new faculty and in the whole area of faculty status. They also will assist the officials of the State of Virginia in setting state policy with respect to faculty compensation.

Table 1 shows that the average age of all faculty members of Virginia's colleges and universities is 42.3 years. The faculties of the privately controlled four-year institutions average more than six years older than those of the state-controlled two-year colleges. The latter

Table 1. AVERAGE AGE OF FACULTY MEMBERS AT THE FOUR TYPES OF INSTITUTIONS IN VIRGINIA, FALL 1964

Type of Institution	Average Age	Total Faculty Reported
Four-year:		
State-controlled	42. 1	3, 651
Privately Controlled	43. 9	1, 292
Two-year:		
State-controlled	37. 7	183
Privately Controlled	41. 5	321
State Totals	42. 3	5, 447

group averages almost four and a half years younger than faculties of the parent four-year institutions. Data for each institution are shown in Tables 2, 3, 4, and 5.

Among the state-controlled four-year institutions, The College of William and Mary and Radford College are the only ones whose faculties average less than 40 years of age, while Longwood College and the Virginia State College at Petersburg are the only ones averaging over 45 years. By and large, the variations in age are not particularly significant. This was also the case with the privately controlled institutions, both two- and four-year, except for one institution, whose faculty average age was almost ten years older than the state-wide average.

In the two-year state-controlled colleges there were fairly wide variations, from 33.1 years at Eastern Shore Branch to 43.7 at Danville Community College, but in both cases the number of faculty is so small as to make the averages somewhat unstable.

The data in Table 6 demonstrate the preponderance of faculty members between 30 and 44 years of age, (46.5 per cent or almost half the total); almost 800 faculty members (about one in seven) are under 30. A total of 589 persons, or 10.8 per cent, are age 60 or older. In general, the data show a judicious mingling of youth with experience.

Table 2. AVERAGE AGE OF FACULTY MEMBERS IN EACH OF THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Average Age	Total Faculty Reported
The College of William and Mary	39.8	246
Longwood College	45.9	96
Madison College	43.4	133
Mary Washington College	44.0	144
Medical College of Virginia	43.9	731
Old Dominion College	41.6	297
Radford College	38.8	147
Richmond Professional Institute	41.9	198
University of Virginia	40.6	627
Virginia Military Institute	40.5	104
Virginia Polytechnic Institute	41.2	557
Virginia State College, Petersburg	45.6	210
Virginia State College, Norfolk	41.1	161
Totals	42.1	3651

Table 3. AVERAGE AGE OF FACULTY MEMBERS IN EACH OF THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Average Age	Total Faculty Reported
No. 203	44.4	54
No. 215	44.0	51
No. 226	41.4	57
No. 207	41.2	46
No. 208	47.1	38
No. 243	42.4	141
No. 201	42.3	78
No. 241	45.8	22
No. 217	43.1	54
No. 228	47.2	44
No. 239	52.4	10
No. 233	44.8	76
No. 202	43.2	56
No. 209	41.2	69
No. 220	46.0	41
No. 200	45.1	76
No. 214	43.6	197
No. 245	46.6	69
No. 260	42.6	113
Totals	43.9	1292

Table 4. AVERAGE AGE OF FACULTY MEMBERS IN EACH OF THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL, 1964

Institution	Average Age	Total Faculty Reported
Clinch Valley College	42.0	23
Eastern Shore Branch	33.1	11
George Mason College	41.6	30
Lynchburg Branch	35.5	2
Patrick Henry College	38.4	7
Clifton Forge-Covington Community College	35.9	9
Danville Community College	43.7	13
Roanoke Technical College	33.3	26
Wytheville Community College	36.6	13
Christopher Newport College	38.8	29
Richard Bland College	39.1	20
Totals	37.7	183

Table 5. AVERAGE AGE OF FACULTY MEMBERS IN EACH OF THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Average Age	Total Faculty Reported
No. 8	44.5	40
No. 58	39.1	42
No. 47	43.3	28
No. 23	43.5	32
No. 56	41.6	29
No. 4	41.9	14
No. 19.	40.1	25
No. 46	37.5	40
No. 74	44.0	37
No. 37	39.6	22
No. 36	42.9	12
Totals	41.5	321

Table 6. AGE DISTRIBUTION OF FACULTY MEMBERS IN EACH TYPE OF INSTITUTION OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Age	Four-year				Two-year				Total	
	State-Controlled		Privately Controlled		State-Controlled		Privately Controlled			
	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent
Over 70	11	.3	20	1.5	1	.5	3	.9	35	.6
69	13	.6	14	2.6	-	-	1	1.2	28	1.2
68	19	1.2	12	3.6	-	-	4	2.5	35	1.8
67	23	1.8	7	4.1	3	2.2	7	4.7	40	2.5
66	19	2.3	15	5.3	1	2.7	4	5.9	39	3.2
65	28	3.1	14	6.3	4	4.9	5	7.5	51	4.2
64	39	4.2	17	7.7	1	5.5	1	7.8	58	5.2
63	41	5.3	17	9.0	-	-	5	9.3	63	6.4
62	42	6.4	17	10.3	1	6.0	8	11.8	68	7.6
61	58	8.0	18	11.7	2	7.1	4	13.1	82	9.1
60	51	9.4	26	13.7	2	8.2	11	16.5	90	10.8
55-59	314	18.0	110	22.2	10	13.7	16	21.5	450	19.1
50-54	350	27.6	114	31.0	10	19.1	25	29.3	499	28.2
45-49	383	38.1	155	43.0	17	28.4	21	35.8	576	38.8
40-44	569	53.7	181	57.0	20	39.3	36	47.0	806	53.6
35-39	584	69.7	205	72.8	22	51.4	52	63.2	863	69.4
30-34	582	85.6	196	88.0	38	72.1	50	78.8	866	85.3
Under 30	525	100.0	154	100.0	51	100.0	68	100.0	798	100.0
Totals	3,651		1,292		183		321		5,447	

Table 7 shows that more than three-fourths of all faculty members are men. In the state-controlled four-year institutions men constitute over four-fifths of the faculty members. Even in the state-controlled women's colleges--Longwood College, Madison College, Mary Washington College, and Radford College--a majority of faculty members are male. This is also true in two of the privately controlled colleges for women. All the Virginia college and university presidents are men except in three privately controlled colleges.

Table 7. NUMBER AND PER CENT OF FACULTY MEMBERS OF EACH SEX IN ALL VIRGINIA INSTITUTIONS OF HIGHER EDUCATION, FALL 1964

Type of Institution	Male Number	Male Per Cent	Female Number	Female Per Cent	Total Number Reported
Four-year State-controlled	2,943	80.4	719	19.6	3,662
Four-year Privately Controlled	971	73.3	354	26.7	1,325
Two-year State-controlled	138	75.0	46	25.0	184
Two-year Privately Controlled	142	44.1	180	55.9	322
Totals	4,194	76.3	1,299	23.7	5,493

Tables 8, 9, 10, and 11 show the distribution of the faculty members by sex for each Virginia institution. Among the state-controlled

Table 8. NUMBER AND PER CENT OF FACULTY MEMBERS BY SEX IN EACH OF THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Male		Female		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	
The College of William and Mary	211	85.4	36	14.6	247
Longwood College	53	55.2	43	44.8	96
Madison College	73	54.9	60	45.1	133
Mary Washington College	83	57.6	61	42.4	144
Medical College of Virginia	638	87.2	94	12.8	732
Old Dominion College	238	80.1	59	19.9	297
Radford College	80	54.4	67	45.6	147
Richmond Professional Institute	136	67.7	65	33.3	201
University of Virginia	576	91.6	53	8.4	629
Virginia Military Institute	104	100.0	-	-	104
Virginia Polytechnic Institute	530	94.5	31	5.5	561
Virginia State College, Petersburg	122	58.1	88	41.9	210
Virginia State College, Norfolk	99	61.5	62	38.5	161
Totals	2943	80.4	719	19.6	3662

Table 9. NUMBER AND PER CENT OF FACULTY MEMBERS BY SEX IN EACH OF THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Male		Female		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	
No. 32	39	83.0	8	17.0	47
No. 3	36	66.7	18	33.3	54
No. 52	43	75.4	14	24.6	57
No. 70	115	100.0	-	-	115
No. 45	55	79.7	14	20.3	69
No. 55	81	57.0	61	43.0	142
No. 90	6	60.0	4	40.0	10
No. 17	39	76.5	12	23.5	51
No. 12	36	47.4	40	52.6	76
No. 27	51	64.6	28	35.4	79
No. 81	33	43.4	43	56.6	76
No. 40	43	75.4	14	24.6	57
No. 92	180	82.6	38	17.4	218
No. 56	25	56.8	19	43.2	44
No. 98	50	68.5	23	31.5	73
No. 35	38	100.0	-	-	38
No. 7	25	59.5	17	40.5	42
No. 25	56	100.0	-	-	56
No. 68	20	95.0	1	5.0	21
Totals	971	73.3	354	26.7	1,325

Table 10. NUMBER AND PER CENT OF FACULTY MEMBERS BY SEX IN EACH OF THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Male		Female		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	
Clinch Valley College	19	82.6	4	17.4	23
Eastern Shore Branch	7	63.6	4	36.4	11
George Mason College	21	70.0	9	30.0	30
Lynchburg Branch	1	50.0	1	50.0	2
Patrick Henry College	4	57.1	3	43.9	7
Clifton Forge Covington Community College	7	77.8	2	22.2	9
Danville Community College	9	64.3	5	35.7	14
Roanoke Technical Institute	25	96.2	1	3.8	26
Wytheville Community College	9	69.2	4	30.8	13
Christopher Newport College	24	82.8	5	17.2	29
Richard Bland College	12	60.0	8	40.0	20
Totals	138	75.0	46	25.0	184

Table 11. NUMBER AND PER CENT OF FACULTY MEMBERS BY SEX IN EACH OF THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Male		Female		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	
No. 39	13	40.0	18	60.0	12
No. 51	31	73.8	11	26.2	42
No. 9	15	37.5	25	62.5	40
No. 65	9	36.0	16	64.0	25
No. 10	9	28.1	23	71.9	32
No. 27	12	40.0	18	60.0	30
No. 54	2	14.3	12	85.7	14
No. 78	4	14.3	24	85.7	28
No. 32	13	59.1	9	40.9	22
No. 18	9	75.0	3	25.0	12
No. 29	25	62.5	15	37.5	40
Totals	142	44.1	180	55.9	322

institutions, men constitute 100 per cent of the faculty at Virginia Military Institute and over 90 per cent at the University of Virginia, Virginia Polytechnic Institute, and the Roanoke Technical Institute. In addition to the four women's colleges, women constitute as much as a third of the faculty at Richmond Professional Institute, Virginia State College at both Petersburg and Norfolk, Eastern Shore Branch, Lynchburg Branch, Patrick Henry College, Danville Community College, and Richard Bland College.

Altogether, 719 women teach in the four-year state-controlled institutions and 46 in the two-year state-controlled colleges. A total of 534 women are on the faculties of the private institutions.

Tables 12 and 13 show the previous instructional service performed by faculty members. It will be seen in Table 12 that 861 faculty members, or 15.73 per cent of the total, were "new," serving their first year at the institution where they are now employed. This is not a surprisingly large proportion in view of the growth in enrollments and faculty, as well as the normal turnover accounted for by resignations, retirements, and deaths. It is worth noting, however, that over half of the faculty members have served their present institutions less than five years. This latter circumstance demonstrates the magnitude of the faculty recruitment problem. It also suggests the need for substantial efforts to orient new faculty members properly to the goals and purposes

Table 12. DISTRIBUTION OF FACULTY MEMBERS BY YEARS OF PREVIOUS SERVICE AT PRESENT INSTITUTION FOR EACH TYPE OF INSTITUTION IN VIRGINIA, FALL 1964

Years of Previous Service at This Institution	Four-year				Two-year				Total	
	State-controlled		Privately Controlled		State-controlled		Privately Controlled			
	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent
0	567	15.50	193	14.72	71	38.59	30	9.32	861	15.73
1	443	27.61	173	27.92	42	61.41	55	26.40	713	28.75
2	346	37.07	100	35.55	27	76.09	54	43.17	527	38.37
3	257	44.10	94	42.72	16	84.78	30	52.48	397	45.63
4	208	49.78	87	49.35	3	86.41	26	60.56	324	51.54
5	156	54.05	65	54.31	4	88.59	16	65.53	241	55.95
6-7	239	60.58	96	61.63	7	92.39	28	74.22	370	62.70
8-9	237	67.06	67	66.74	2	93.48	18	79.81	324	68.62
10-14	401	78.02	136	77.12	9	98.37	23	86.96	569	79.01
15-19	378	88.35	149	88.48	3	100.00	15	91.61	545	88.97
20-24	140	92.18	42	91.69	-	-	10	94.72	192	92.47
25-29	115	95.33	35	94.36	-	-	6	96.58	156	95.32
30-34	72	97.29	31	96.72	-	-	5	98.14	108	97.30
35 & Over	99	100.00	43	100.00	-	-	6	100.00	148	100.00
Totals	3,658		1,311		184		322		5,475	

Table 13. DISTRIBUTION OF FACULTY MEMBERS BY TOTAL YEARS OF PREVIOUS SERVICE IN HIGHER EDUCATION FOR EACH TYPE OF INSTITUTION IN VIRGINIA, FALL 1964

Years of Previous Service in Higher Education	Four-year				Two-year				Total	
	State-controlled		Privately Controlled		State-controlled		Privately Controlled			
	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent	Number	Cumulative Per Cent
0	321	8. 83	91	7. 19	52	28. 42	23	7. 23	487	9. 01
1	254	15. 81	82	13. 68	34	46. 99	40	19. 81	410	16. 60
2	236	22. 30	69	19. 13	15	55. 19	35	30. 82	355	23. 17
3	236	28. 79	74	24. 98	14	62. 84	35	41. 82	359	29. 82
4	202	34. 34	77	31. 07	6	66. 12	21	48. 43	306	35. 48
5	172	39. 07	68	36. 44	12	72. 68	11	51. 89	263	40. 35
6-7	319	47. 84	106	44. 82	13	79. 78	33	62. 26	471	49. 07
8-9	241	54. 47	89	51. 86	4	81. 97	24	69. 81	358	55. 69
10-14	555	69. 73	165	64. 90	18	91. 80	30	79. 25	768	69. 91
15-19	447	82. 02	165	77. 94	6	95. 08	24	86. 79	642	81. 79
20-24	202	87. 57	73	83. 72	5	97. 81	14	91. 19	294	87. 23
25-29	174	92. 36	60	88. 46	1	98. 36	10	94. 34	245	91. 76
30-34	111	95. 41	56	92. 89	0	98. 36	10	97. 48	177	95. 04
35 & Over	167	100. 00	90	100. 00	3	100. 00	8	100. 00	268	100. 00
Totals	3, 637		1, 265		183		318		5, 403	

of the individual institutions which they serve.

Both of these circumstances are magnified in the two-year institutions. Almost two-fifths of the faculties of the state-controlled two-year colleges were in their first year and over three-fourths had served their college less than three years. The faculties of the privately controlled two-year colleges were somewhat more stable, although less so than the four-year colleges--state- or privately controlled.

About one-eleventh of the faculty, as shown in Table 13, had no previous service in higher education. This percentage was 28.4 per cent in the state-controlled two-year colleges. More than a third of the total group had less than five years experience in higher education, and almost half had fewer than eight years. Here, too, the two-year colleges had faculties with the least experience.

Average years of total service in higher education for each institution is shown in Tables 14, 15, 16, and 17. Among the state-controlled four-year institutions, the faculties of the Medical College of Virginia, Virginia Military Institute, and the Virginia State College at Petersburg have the highest average years of total experience in higher education. Table 14 shows them to have about twice as much previous service in higher education, on the average, as was the case at Old Dominion College and Richmond Professional Institute.

Faculties of privately controlled four-year colleges averaged the same number of years of service as in the state-controlled four-year

Table 14. AVERAGE YEARS OF TOTAL SERVICE IN HIGHER EDUCATION FOR EACH FOUR-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Average Years of Service	Total Faculty Reported
The College of William and Mary	7.2	246
Longwood College	8.0	96
Madison College	7.2	133
Mary Washington College	9.4	144
Medical College of Virginia	10.1	732
Old Dominion College	4.5	297
Radford College	6.4	147
Richmond Professional Institute	5.5	200
University of Virginia	7.6	627
Virginia Military Institute	10.1	104
Virginia Polytechnic Institute	9.6	561
Virginia State College, Petersburg	11.8	210
Virginia State College, Norfolk	6.3	161
Total	8.3	3,658

Table 15. AVERAGE YEARS OF TOTAL SERVICE IN HIGHER EDUCATION, FOR EACH FOUR-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Average Years of Service	Total Faculty Reported
No. 43	9.6	54
No. 41	7.2	143
No. 21	9.3	22
No. 1	9.9	72
No. 4	8.8	57
No. 6	6.3	42
No. 64	10.4	44
No. 77	5.8	57
No. 16	8.1	54
No. 44	9.8	115
No. 72	7.3	76
No. 15	2.4	46
No. 79	10.7	75
No. 38	7.3	79
No. 95	8.5	207
No. 58	10.4	10
No. 36	11.2	51
No. 61	10.8	38
No. 60	7.1	69
Total	8.3	1,311

Table 16. AVERAGE YEARS OF TOTAL SERVICE IN HIGHER EDUCATION FOR EACH TWO-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Average Years of Service	Total Faculty Reported
Clinch Valley College	4.9	23
Eastern Shore Branch	.5	11
George Mason College	1.8	30
Lynchburg Branch	2.0	2
Patrick Henry College	1.1	7
Clifton Forge-Covington Community College	1.3	9
Danville Community College	7.0	14
Roanoke Technical Institute	3.4	26
Wytheville Community College	2.4	13
Christopher Newport College	2.7	29
Richard Bland College	5.7	20
Total	3.3	184

Table 17. AVERAGE YEARS OF TOTAL SERVICE IN HIGHER EDUCATION FOR EACH TWO-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Average Years of Service	Total Faculty Reported
No. 5	9.0	32
No. 44	3.0	40
No. 41	10.6	37
No. 71	7.4	30
No. 75	3.1	42
No. 62	8.2	28
No. 13	6.2	12
No. 26	8.1	14
No. 34	7.1	22
No. 63	3.9	40
No. 15	6.0	25
Total	6.3	322

institutions. Faculties of the privately controlled two-year colleges had almost twice as much experience, on the average, as their state-controlled counterparts. The number of persons in the two-year colleges, however, is not large.

In summary, the typical faculty member at a Virginia college or university is a man about 40 years of age who has had 7 to 12 years of college teaching experience of which about half has been in the institution where he is now employed.

Recruiting new faculty members to meet the demands of increasing enrollments is clearly one of the principal tasks confronting Virginia's institutions of higher education.

CHAPTER III

ACADEMIC RANK

Colleges and universities with four-year curriculums almost always use a system of academic ranking of faculties. The standard pattern, in use all over the United States, consists of the following principal levels in the academic hierarchy:

Professors
Associate Professors
Assistant Professors
Instructors

A fifth category used in this report is "Lecturer and Other." Many two-year colleges throughout the country do not assign academic rank to their faculty members.

The precise definition for each academic rank varies from one institution to another throughout the United States. Generally, in well managed institutions, the rank of professor is reserved for those who demonstrate that they are academicians of high quality--by their attainment of advanced degrees, their scholarly maturity, and the effectiveness of their services in teaching or in research and publication or preferably in both teaching, and research and publication. The rank of associate professor is frequently used for a scholar of less maturity than is expected of a (full) professor, but who has attained the highest academic degree in his field of specialization and has shown real promise as an effective teacher or research worker, such as to justify his retention on the permanent staff and expectation that he will eventually qualify for promotion to a professorship. It is customary in many institutions to restrict the granting of tenure as faculty members to those who qualify for the rank of associate professor or professor.

The rank of assistant professor is assigned under varying conditions to those with less scholarly maturity than would be required for an associate professorship. For example, a young scholar who has just received the doctor's degree but has had no previous full-time teaching experience in a college or university, might normally expect to be appointed as an assistant professor. Or one who has had two or three years of successful full-time college teaching experience, and who holds the master's degree and is well along toward the completion of requirements for the doctor's degree, may be assigned to an assistant professorship.

The rank of instructor is usually the lowest for regular full-time members of the faculty. It is given to those whose graduate preparation is near the minimum level accepted for faculty appointment and whose experience in college teaching is also limited. In many institutions a teacher holding the rank of instructor is retained on the faculty at this rank for only a limited number of years, within which he must either qualify for promotion or be refused further appointment. Some institutions have a similar arrangement for those holding the rank of assistant professor. Practice varies among institutions with respect to the granting of tenure to assistant professors, but in many colleges and universities one holding this rank cannot qualify for tenure. It is rare for tenure to be granted to one holding the rank of instructor.

Throughout the United States the four ranks of professor, associate professor, assistant professor, and instructor are considered as comprising the main body of the stable faculty of an institution of higher education. Beyond these four ranks, other titles are used in considerable variety to indicate persons who hold temporary appointments or who render part-time service, or who for one reason or another do not qualify for one of the regular academic ranks. The most common title used in this classification is lecturer, which may be given to a visiting faculty member or a specialist who gives only one or two courses or comes in to give special lectures in a few courses where he has special competence. In the present analysis for the Virginia institutions, those outside the four regular academic ranks are lumped together in a single category designated as "lecturer and other."

In some institutions, particularly those with extensive graduate programs, substantial numbers of graduate students are used in the teaching of some of the elementary subjects at the freshman and sophomore level. This part-time teaching is done by those whose major objective is the pursuit of an advanced degree. It is often a valuable apprenticeship for the graduate student who expects ultimately to become a college teacher, and large numbers of faculty members now in service got their first taste of college teaching in this way. The titles used for this sort of teaching personnel may be "graduate assistant," "teaching assistant," "teaching fellow," or some other designation. In the present analysis for the Virginia institutions, these graduate assistants are considered to be faculty members only if they have full responsibility for handling one or more classes. Such teachers are included in the category of "lecturer and other" in subsequent tabulations in this report.

It should be noted that, in the plan of assigning faculty ranks that is prevalent in the United States, the rank held by a given faculty member is not an indication of his function. At all ranks, faculty members are teachers or research workers or both. There is some tendency to assign the highest ranking faculty members to the teaching of more advanced courses, but this practice is by no means universal. In fact, there may be serious criticism if a substantial number of the more elementary courses are not taught by some faculty members in the higher academic ranks. Academic rank carries no indication of administrative responsibilities, though it is commonly true that those with responsibilities such as department chairman or dean are normally the more mature scholars in the higher academic ranks. In short, academic rank is only an indication of scholarly maturity, as judged by the appointing authorities of the individual institution.

There is no firmly established rule which every institution in the country must follow in the assignment of academic ranks to individual scholars on its faculty. And there is no policing of the assignments of ranks except in a very general way by the accrediting agencies, which may look with some disfavor on an institution that has a high proportion of its faculty in the higher ranks but whose faculty in general is poorly qualified and poorly remunerated. As a general rule, the stronger the institution and the higher its prestige, the more rigorous is its policy in assigning the higher ranks to its faculty members. Institutions commonly like to maintain something of a balance in the number of faculty members at the various ranks. In this way, there is a constant stream of younger personnel who are proving themselves to be capable scholars and are moving into the higher ranks, while the places at the lower ranks are filled by promising but relatively immature scholars whose abilities are yet to be fully proved.

Throughout the United States, the two-year colleges (particularly those under public control) quite commonly do not assign academic ranks to faculty members. In the early days of the junior college movement these institutions were considered as extensions of the high school, and normally high school teachers are not given professional titles. In Virginia the two-year state-controlled colleges are all branches of four-year parent institutions, so these two-year colleges follow the examples of the parent institutions in assigning academic ranks to their faculty members. Among the privately controlled two-year colleges in Virginia, only two follow the practice of assigning ranks to faculty members.

Table 18 presents data showing for each Virginia institution the number and percentage of faculty members holding each academic rank. Only those institutions are included in this tabulation which do assign ranks to faculty members, so the grand totals are less than the actual number of faculty members shown in other tabulations of this report.

The footings of Table 18 show that 657 of the 5,255 ranked faculty members in all Virginia colleges and universities are classified as "lecturer and other." More than a third of those in this category are at two institutions, the Medical College of Virginia and the University of Virginia. By adding Old Dominion College to these two, about half of all those in the "lecturer and other" category are accounted for. Only limited use is reported of this rank at the other larger state-controlled institutions, such as Virginia Polytechnic Institute,

Table 18. DISTRIBUTION OF FACULTY MEMBERS BY RANK FOR 45 INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Four-year State-controlled											
Col. of William & Mary	49	19.8	62	25.1	63	25.6	55	22.2	18	7.3	247
Longwood College	18	18.8	26	27.1	39	40.6	13	13.5	-	-	96
Madison College	29	21.8	28	21.1	61	45.8	12	9.0	3	2.3	133
Mary Washington College	29	20.1	36	25.0	52	36.1	25	17.4	2	1.4	144
Medical Col. of Virginia	102	13.9	115	15.7	213	29.2	178	24.3	124	16.9	732
Old Dominion College	43	14.5	68	22.9	66	22.2	31	10.4	89	30.0	297
Radford College	34	23.1	15	10.2	75	51.0	22	15.0	1	.7	147
Richmond Professional Inst.	22	10.9	40	19.9	62	30.9	47	23.4	30	14.9	201
University of Virginia	176	28.0	136	21.6	132	21.0	71	11.3	114	18.1	629
Virginia Military Institute	30	28.8	18	17.3	26	25.0	24	23.1	6	5.8	104
Virginia Polytechnic Inst.	170	30.3	146	26.0	127	22.6	79	14.1	39	7.0	561
Virginia State Col., Petb'g.	40	19.0	56	26.7	57	27.2	41	19.5	16	7.6	210
Virginia State Col., Norf.	32	19.9	33	20.5	50	31.1	35	21.7	11	6.8	161
Totals	774	21.1	779	21.3	1,023	27.9	633	17.3	453	12.4	3,662
Four-year Privately Controlled											
No. 24	41	35.7	19	16.5	29	25.1	18	15.7	8	7.0	115
No. 71	27	35.5	10	13.2	19	25.0	11	14.5	9	11.8	76
No. 83	8	80.0	-	-	2	20.0	-	-	-	-	10
No. 18	10	21.3	18	38.3	14	29.8	2	4.3	3	6.4	47

Table 18. CONTINUED

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Four-year Privately Controlled (Continued)											
No. 2	14	24.6	8	14.0	24	42.1	10	17.5	1	1.8	57
No. 86	23	16.1	28	19.6	36	25.1	36	25.2	20	14.0	143
No. 84	17	38.6	9	20.5	6	13.7	10	22.7	2	4.5	44
No. 33	11	15.9	11	15.9	14	20.4	32	46.4	1	1.4	69
No. 10	16	21.9	11	15.1	16	21.9	22	30.1	8	11.0	73
No. 78	15	19.0	23	29.1	20	25.3	11	13.9	10	12.7	79
No. 73	9	21.4	5	11.9	7	16.7	21	50.0	-	-	42
No. 50	13	25.5	9	17.6	21	41.3	7	13.7	1	1.9	51
No. 99	39	17.9	36	16.5	35	16.2	37	17.0	71	32.6	218
No. 94	2	9.1	4	18.2	-	-	-	-	16	72.7	22
No. 66	28	50.0	9	16.1	9	16.0	9	16.1	1	1.8	56
No. 63	16	28.1	11	19.3	18	31.5	12	21.1	-	-	57
No. 29	13	23.6	12	21.8	18	32.8	9	18.2	2	3.6	54
No. 20	20	52.6	8	21.1	6	15.8	3	7.9	1	2.6	38
No. 42	20	26.3	18	23.7	23	30.3	13	17.1	2	2.6	76
Totals	342	25.8	249	18.8	317	23.8	263	19.9	156	11.7	1,327
Two-year State-controlled											
Clinch Valley College	3	13.0	4	17.4	9	39.2	4	17.4	3	13.0	23
Eastern Shore Branch	-	-	-	-	2	18.2	9	81.8	-	-	11
George Mason College	1	3.3	6	20.0	8	26.7	5	16.7	10	33.3	30
Lynchburg Branch	-	-	-	-	2	100.0	-	-	-	-	2
Patrick Henry College	-	-	1	14.3	3	42.8	3	42.9	-	-	7

Table 10. CONTINUED

Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other		Total Faculty Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Two-year State-controlled (Continued)											
Clifton Forge-Covington Community College	1	11.1	1	11.1	1	11.1	4	44.5	2	22.2	9
Danville Community Col.	1	7.1	4	28.6	1	7.1	4	28.6	4	28.6	14
Roanoke Technical Inst.	-	-	2	7.7	3	11.5	11	42.3	10	38.5	26
Wytheville Community Col.	1	7.7	-	-	2	15.4	10	76.9	-	-	13
Christopher Newport Col.	-	-	1	3.4	4	13.8	12	41.4	12	41.4	29
Richard Bland College	-	-	1	5.0	5	25.0	10	50.0	4	20.0	20
Totals	7	3.8	20	10.9	40	21.7	72	39.1	45	24.5	184
Two-year Privately Controlled[a]											
No. 60	-	-	10	23.8	25	59.5	4	9.6	3	7.1	42
No. 91	1	2.5	2	5.0	4	10.0	33	82.5	-	-	40
Totals	1	1.2	12	14.6	29	35.5	37	45.1	3	3.6	82
Total of Ranked Faculty Members, Entire State	1,124	21.4	1,060	20.2	1,409	26.8	1,005	19.1	657	12.5	5,255
Percentages, Excluding "Lecturers and Others"		24.4		23.1		30.6		21.9			4,598

[a] Only two privately controlled two-year colleges assign ranks to faculty members.

The College of William and Mary, and Richmond Professional Institute. Only one privately controlled four-year institution reports more than 20 faculty members classified as "lecturer and other." On the basis of percentages, the state-controlled two-year colleges report rather heavy dependence on faculty members classified as "lecturer and other." This situation in the two-year colleges reflects the use of part-time specialists, rather than graduate assistants.

In the state-wide totals, more faculty members are classified as assistant professors than any of the other ranks. This situation probably reflects the rapid build-up that has occurred in college and university faculties in recent years. To meet the needs of a rapidly increasing enrollment, it has become necessary to employ many more new faculty members than in past years, and it is natural that most of the new ones would be assigned the lower ranks. It is commendable that the rank of instructor has been used relatively less frequently than any other academic rank, indicating a tendency to seek new teachers with something more than the minimum requirements for faculty membership. The numbers and percentages at the ranks of professor and associate professor would indicate that, in general, there has been a commendably conservative policy in advancing faculty members to the highest academic ranks.

The state-controlled colleges and universities in Virginia have a smaller percentage of their faculty members classified at the rank of (full) professor than the privately controlled four-year colleges. This might indicate a difference in policy on the assignment of ranks, or it might indicate that the state-controlled institutions, with rapidly increasing enrollments, have had to build up their teaching staffs more rapidly and with less mature scholars than the privately controlled colleges. The great preponderance of the teaching at the state-controlled two-year colleges is done by faculty members with the rank of instructor or assistant professor. Relatively few faculty members in these institutions hold rank as associate professor or professor--six of the eleven two-year colleges have no one with the rank of professor. Clinch Valley College and Danville Community College are the only ones in this group with more than 30 per cent of their faculty classified as professors or associate professors. It would be concluded that students at most of the two-year state-controlled colleges have very limited opportunities to take classes taught by mature scholars.

One notes great variation in the proportion of the faculty in each of the academic ranks of the various institutions. Richmond Professional Institute has only 30.8 per cent of its faculty in the two upper ranks (10.9 per cent as professors) while Virginia Polytechnic Institute has 56.3 per cent in the two upper ranks and 30.3 per cent as professors. Because of these variations resulting from internal institutional policies, conclusions from the division into ranks at each college or university need to be interpreted cautiously, and in the light of other data.

Rank and Age

Tables 19 through 22 show the age of faculty members in each of the four academic ranks. The tabulation includes only those faculty members for whom information on both age and faculty rank was available, and thus the totals differ from other tabulations in this report.

Table 19 summarizes data for the three types of institutions on the percentage of faculty members in each rank and the median age by rank for these faculties. Some interesting similarities and differences exist between and among the faculties of the three types of institutions. The median ages for instructors are very close, ranging from 31.5 years in the state-controlled four-year institutions to 32.9 years in the privately controlled four-year colleges. For associate professors, the median age in the state-controlled four-year colleges (36.5) is about the same as that in the privately controlled four-year institutions (36.6). In the two-year state-controlled colleges, the

Table 19. PERCENTAGE DISTRIBUTION AND MEDIAN AGE OF FACULTY MEMBERS BY RANK FOR THREE TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964[a]

Type of Institution	Number, All Ranks Combined	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other	
		Per Cent	Median Age	Per Cent	Median Age	Per Cent	Median Age	Per Cent	Median Age	Per Cent	Median Age
Four-year State-controlled	3,647	21.17	50.3	21.33	41.3	27.91	36.5	17.28	31.5	12.31	37.3
Four-year Privately controlled	1,290	26.28	53.6	19.07	44.5	24.42	36.6	20.00	32.9	10.23	38.7
Two-year State-controlled	183	3.83	46.5	10.93	48.0	21.86	42.0	39.34	32.3	24.04	35.0

[a] The two-year privately controlled institutions are omitted from this analysis because only two of these institutions have systems of academic rank.

Table 20. DISTRIBUTION OF FACULTY MEMBERS BY RANK AND AGE FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS OF VIRGINIA, FALL 1964

Age Distribution	Number, All Ranks Combined	Percentage in Each Academic Rank				
		Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
70 and Over	10	60.00	-	10.00	-	30.00
69	13	53.86	15.38	15.38	-	15.38
68	19	63.16	15.79	15.79	-	5.26
67	23	73.91	21.74	4.35	-	-
66	19	47.37	36.84	15.79	-	-
65	28	57.14	28.58	7.14	3.57	3.57
64	39	53.85	28.20	5.13	5.13	7.69
63	41	41.46	34.14	7.32	4.88	12.19
62	42	54.76	28.57	9.53	2.38	4.76
61	58	34.48	31.03	24.14	3.45	6.90
60	51	45.10	29.41	21.57	-	3.92
55 - 59	314	41.09	22.93	20.06	7.32	8.60
50 - 54	350	41.72	25.43	17.43	5.14	10.28
45 - 49	383	32.90	24.02	22.72	8.35	12.01
40 - 44	568	20.95	30.28	26.76	8.98	13.03
35 - 39	583	10.46	27.62	34.48	17.84	9.60
30 - 34	581	3.27	14.46	44.92	27.71	9.64
Under 30	525	.19	2.48	28.00	44.38	24.95
Totals	3,647	21.17	21.33	27.91	17.28	12.31
Median Age		50.3	43.1	36.5	31.5	37.3

Table 21. DISTRIBUTION OF FACULTY MEMBERS BY RANK AND AGE FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS OF VIRGINIA, FALL 1964

Age Distribution	Number, All Ranks Combined	Percentage in Each Academic Rank				
		Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
70 and Over	20	50.00	5.00	5.00	5.00	35.00
69	14	78.57	14.29	7.14	-	-
68	12	50.00	16.67	-	-	33.33
67	7	71.43	28.57	-	-	-
66	15	60.00	26.66	6.67	6.67	-
65	14	50.00	14.29	21.43	7.14	7.14
64	17	64.71	5.88	17.65	5.88	5.88
63	17	41.18	23.53	17.65	11.76	5.88
62	17	52.94	29.41	17.65	-	-
61	18	55.55	33.33	5.56	5.56	-
60	26	61.54	11.54	11.54	7.69	7.69
55 - 59	110	59.09	20.91	8.18	3.64	8.18
50 - 54	114	38.60	20.18	25.44	7.89	7.89
45 - 49	155	32.26	25.16	20.00	13.55	9.03
40 - 44	179	21.23	33.52	20.67	15.08	9.50
35 - 39	204	14.71	22.06	31.37	23.53	8.33
30 - 34	196	4.59	10.71	45.92	27.55	11.23
Under 30	155	1.29	1.94	23.23	55.48	18.06
Totals	1,290	26.28	19.07	24.42	20.00	10.23
Median Age		53.6	44.5	36.6	32.9	38.7

Table 22. DISTRIBUTION OF FACULTY MEMBERS BY RANK AND AGE FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS OF VIRGINIA, FALL, 1964

Age Distribution	Number, All Ranks Combined	Percentage in Each Academic Rank				
		Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
70 and Over	1	100.00	-	-	-	-
69	-	-	-	-	-	-
68	-	-	-	-	-	-
67	3	-	100.00	-	-	-
66	1	-	100.00	-	-	-
65	4	-	50.00	25.00	-	25.00
64	1	-	-	100.00	-	-
63	-	-	-	-	-	-
62	1	-	100.00	-	-	-
61	2	-	-	-	100.00	-
60	2	-	-	100.00	-	-
55 - 59	10	10.00	10.00	30.00	20.00	30.00
50 - 54	10	10.00	10.00	60.00	20.00	-
45 - 49	17	5.88	23.53	17.65	29.41	23.53
40 - 44	20	10.00	15.00	30.00	40.00	5.00
35 - 39	22	-	18.18	13.64	13.64	54.54
30 - 34	38	2.63	-	23.69	39.47	34.21
Under 30	51	-	-	11.76	68.63	19.61
Totals	183	3.83	10.93	21.86	39.34	24.04
Median Age		46.5	48.0	42.0	32.3	35.0

median age for associate professors is 42.0 years or about five and one-half years higher than faculty members of the same rank in the four-year institutions in Virginia. Associate professors in these two-year institutions also have a higher median age (48.0 years), as contrasted to 41.3 years in the state-controlled four-year colleges. These facts may indicate that opportunities for promotion in faculty rank are more limited in the two-year state-controlled colleges or a lower level of highest earned degree may be the cause for this variance. As a group, the professors and associate professors in the privately controlled four-year colleges have a median age about three years higher than their counterparts in the state-controlled four-year institutions.

As would be expected, the older faculty members are most numerous in the higher ranks. Below age 40, there are considerably more persons in the lower ranks than in the higher; above age 40, that relationship is sharply reversed. This is due both to the seniority factor and to the greater academic training and experience of the older persons.

Rank and Sex

Table 23 shows the sex of faculty members in the various ranks. There is a higher percentage of men than women in all ranks except in the two-year privately controlled colleges.

Table 23. DISTRIBUTION OF FACULTY MEMBERS BY RANK AND BY SEX FOR FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Type of Institution	Sex	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other		Total
		Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Faculty Reported
Four-year State-controlled	Men	713	24.3	642	21.9	779	26.5	441	15.0	363	12.4	2,938
	Women	61	8.5	136	19.0	243	33.8	192	26.7	87	12.2	719
	Total	774	21.2	778	21.3	1,022	28.0	633	17.3	450	12.3	3,657
Four-year Privately Controlled	Men	283	29.2	188	19.4	221	22.8	154	15.9	123	12.7	969
	Women	59	16.7	60	17.0	95	27.0	109	30.9	30	8.5	353
	Total	342	25.9	248	18.8	316	24.0	263	20.0	153	11.6	1,322
Two-year State-controlled	Men	7	5.1	15	10.9	32	23.2	49	35.5	35	25.3	138
	Women	-	-	5	10.9	8	17.4	23	50.0	10	21.7	46
	Total	7	3.8	20	10.9	40	21.7	72	39.1	45	24.5	184
Two-year Privately Controlled	Men	15	10.6	9	6.3	20	14.1	55	38.7	43	30.3	142
	Women	11	6.1	3	1.7	9	5.0	56	31.1	101	56.1	180
	Total	26	8.1	12	3.7	29	9.0	111	34.5	144	44.7	322
All Institutions	Men	1,018	24.3	854	20.4	1,052	25.1	699	16.7	564	13.5	4,187
	Women	131	10.1	204	15.7	355	27.3	380	29.2	228	17.7	1,298
	Total	1,149	20.9	1,058	19.3	1,407	25.7	1,079	19.7	792	14.4	5,485

Even there, the men outnumber the women in the upper ranks. In all types of institutions, the proportion of the men faculty in the two higher ranks is almost double that of women faculty members.

Rank and Years of Service

The relationship between academic rank and years of service in the institution where now employed is shown in Tables 24, 25, 26, and 27. It is interesting to observe from the summary information in Table 24 that the median years of service at the institutions of present employment are almost identical for the top three academic ranks in the four-year state-controlled and privately controlled institutions in the Commonwealth. In these institutions, professors have a median of 15.2 years of service in the institution where they are now employed (15.1 years for the privately controlled). Associate professors in both types of institutions have a median service of 9.3 years. Assistant professors have a median of 3.6 years in the state-controlled and 3.7 years in the privately controlled colleges.

The faculty members in the two-year state-controlled colleges show much less previous service than those in the four-year institutions. Some of the two-year colleges are so new as to preclude many years of service therein. Again, a table on the two-year privately controlled institutions is omitted because only two such institutions award faculty rank.

Table 24. DISTRIBUTION OF FACULTY MEMBERS BY YEARS OF SERVICE AT PRESENT INSTITUTION AND ACADEMIC RANK FOR THE FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Type of Institution	Professor		Associate Professor		Assistant Professor		Instructor		Lecturer and Other	
	Number	Median Service	Number	Median Service	Number	Median Service	Number	Median Service	Number	Median Service
State-controlled										
Four-year	774	15. 2	778	9. 3	1023	3. 6	633	2. 0	447	2. 6
Two-year	7	7. 5	20	5. 5	40	2. 6	72	. 9	45	. 9
Privately Controlled										
Four-year	340	15. 1	247	9. 3	316	3. 7	264	1. 6	142	2. 8
Two-year	26	3. 5	12	3. 5	29	2. 5	111	3. 0	144	5. 0
Totals--All Institutions	1147		1057		1408		1080		776	

Table 25. DISTRIBUTION OF FACULTY MEMBERS BY YEARS OF SERVICE AT PRESENT INSTITUTION AND ACADEMIC RANK FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Years of Previous Service at This Type Institution	Number at Each Academic Rank				
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
0	31	45	182	180	124
1	34	41	158	139	74
2	43	42	119	97	44
3	19	48	95	62	32
4	28	56	65	39	20
5	21	39	55	26	15
6 - 7	46	70	70	29	23
8 - 9	63	69	53	18	34
10 - 14	94	138	102	26	43
15 - 19	159	114	65	11	29
20 - 24	66	46	22	2	4
25 - 29	59	28	23	1	4
30 - 34	42	21	7	1	1
35 and over	69	21	7	2	-
Totals	774	778	1023	633	447
Median	15.2	9.3	3.6	2.0	2.6

Table 26. DISTRIBUTION OF FACULTY MEMBERS BY YEARS OF SERVICE AT PRESENT INSTITUTION AND ACADEMIC RANK FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Years of Previous Service at This Type Institution	Number at Each Academic Rank				
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
0	20	12	50	89	22
1	12	11	51	70	26
2	5	15	38	31	11
3	17	17	26	17	17
4	9	16	28	20	14
5	10	11	17	14	13
6 - 7	24	23	30	9	10
8 - 9	16	31	12	5	3
10 - 14	51	41	26	4	14
15 - 19	76	41	21	5	7
20 - 24	25	10	7	-	-
25 - 29	24	6	4	-	1
30 - 34	22	6	2	-	1
35 and over	29	7	4	-	3
Totals	340	247	316	264	142
Median	15. 1	9. 3	3. 7	1. 6	2. 8

Table 27. DISTRIBUTION OF FACULTY MEMBERS BY YEARS OF SERVICE AT PRESENT INSTITUTION AND ACADEMIC RANK FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Years of Previous Service at This Type Institution	Number at Each Academic Rank				
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other
0	-	1	6	38	26
1	-	2	7	22	11
2	2	2	12	6	5
3	1	2	7	5	1
4	-	2	1	-	-
5	-	1	1	1	1
6 - 7	1	3	3	-	-
8 - 9	-	1	1	-	-
10 - 14	2	4	2	-	1
15 - 19	1	2	-	-	-
20 - 24	-	-	-	-	-
25 - 29	-	-	-	-	-
30 - 34	-	-	-	-	-
35 and over	-	-	-	-	-
Totals	7	20	40	72	45
Median	7.5	5.5	2.6	.9	.9

The expected relationship exists between academic rank and years of service at the institution of present employment, with faculty members in the higher ranks from all types of institutions in Virginia having a higher median service than those in the lower ranks. This fact is reinforced by the observation that, of faculty members with 20 years of service or more, over half are full professors.

CHAPTER IV

ACADEMIC DEGREES HELD

The highest earned degree held has probably been the most widely used measure in the evaluation of quality in college and university faculties. Research studies have shown substantial positive correlation between the percentage of an institution's faculty holding the doctor's degree and the general quality of the institution. It should be noted, however, that this measure of institutional quality applies to the faculty as a whole, and not to every individual member. There are circumstances where a faculty member without an earned doctor's degree may be a more valuable member of a college faculty than one with that degree. Nevertheless, in the procurement of new faculty members, as well as in the consideration of qualification for promotion in academic rank, the highest degree earned plays a key role.

In the past, some fields of learning were not organized to provide opportunities for the earning of graduate degrees in universities or professional schools. This was particularly true in the fine arts, music, dramatics, and physical education. For this reason, college teachers in these fields were not expected to hold advanced degrees.

This situation is rapidly changing, and reputable institutions now confer master's and doctor's degrees in practically every subject taught in colleges at the undergraduate level. There is thus becoming available in these fields a new supply of young scholars holding the usual degrees denoting advanced academic attainment. Older faculty members in these fields may not have earned these advanced degrees, but the younger scholars can be expected in most cases to hold them. The possession of an earned doctor's degree or the probability of attaining it should continue to be one of the primary criteria to be considered in reviewing the qualifications of a prospective appointee to the faculty.

Highest Degree Earned

Tables 28 through 32 present data on the percentages of faculty in the individual institutions having the various levels of preparation. The category "other" includes those who hold no degree and those who hold certificates in such areas as printing, accounting, radio, etc. It also includes holders of diplomas (but not degrees) from the United States and foreign institutions in such areas as foreign languages, art, and music.

Table 28 summarizes the number and percentage of faculty members having each level of highest degree earned in each of the four types of institutions in Virginia for the fall term of 1964. This summary provides a summary of the totals from Tables 29 through 32, which

Table 28. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR FOUR TYPES OF INSTITUTIONS IN VIRGINIA, FALL 1964

Type of Institution	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
State-controlled:											
Four-year	1,154	31.5	2,085	57.1	369	10.1	10	0.3	35	1.0	3,653
Two-year	21	11.4	112	60.9	50	27.2	1	0.5	-	-	184
Total State-controlled	1,175	30.6	2,197	57.3	419	10.9	11	0.3	35	0.9	3,837
Privately Controlled:											
Four-year	537	40.6	618	46.7	148	11.2	2	0.1	19	1.4	1,324
Two-year	12	3.7	216	67.3	81	25.2	1	0.3	11	3.5	321
Total Privately Controlled	549	33.4	834	50.7	229	13.9	3	0.2	30	1.8	1,645
Totals-All Institutions	1,724	31.4	3,031	55.3	648	11.8	14	0.3	65	1.2	5,482

Table 29. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR EACH FOUR-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Wm. & Mary	126	51.0	104	42.1	14	5.7	-	-	3	1.2	247
Longwood	36	37.5	55	57.3	5	5.2	-	-	-	-	96
Madison	46	34.6	77	57.9	9	6.8	-	-	1	0.8	133
Mary Wash.	68	47.2	65	45.1	9	6.3	-	-	2	1.4	144
Med. Col. Va. [a]	90	12.4	603	82.9	24	3.3	-	-	10	1.4	727
Old Dominion	80	26.9	163	54.9	42	14.1	7	2.4	5	1.7	297
Radford	43	29.3	95	64.7	7	4.8	-	-	2	1.4	147
Rich. Prof.	25	12.4	123	61.2	44	21.9	3	1.5	6	3.0	201
Univ. of Va. [b]	282	45.0	276	44.0	68	10.8	-	-	2	0.2	628
Va. Mil. Inst.	40	38.5	43	41.4	21	20.1	-	-	-	-	104
Va. Poly. Inst.	243	43.5	241	43.1	74	13.2	-	-	1	0.2	559
Va. St., Pet'g.	45	21.4	133	63.3	31	14.8	-	-	1	0.5	210
Va. St., Norf.	30	18.7	107	66.9	21	13.1	-	-	2	1.3	160
Totals	1,154	31.5	2,085	57.1	369	10.1	10	0.3	35	1.0	3,653

[a] Most of the programs at the Medical College of Virginia are in medicine, dentistry, etc., and require degrees which are classified as graduate professional.

[b] The University of Virginia offers extensive programs in law, architecture, medicine, etc., where the normal degree is not the earned doctorate. These degrees are classified as graduate professional.

Table 30. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR EACH FOUR-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
100	9	19.1	36	76.6	2	4.3	-	-	-	-	47
195	24	54.5	16	36.4	3	6.8	-	-	1	2.3	44
136	27	71.1	10	26.3	1	2.6	-	-	-	-	38
147	8	19.0	29	69.0	5	12.0	-	-	-	-	42
177	20	35.1	33	57.9	4	7.0	-	-	-	-	57
119	26	45.6	25	43.9	5	8.8	1	1.7	-	-	57
113	27	48.2	13	23.2	16	28.6	-	-	-	-	56
164	6	27.3	11	50.0	5	22.7	-	-	-	-	22
185	63	54.8	38	33.0	11	9.6	-	-	3	2.6	115
153	11	21.6	37	72.5	2	3.9	1	2.0	-	-	51
141	41	51.9	27	34.2	9	11.4	-	-	2	2.5	79
139	16	23.2	39	56.5	10	14.5	-	-	4	5.8	69
188	18	33.3	29	53.7	6	11.1	-	-	1	1.9	54
109	7	70.0	3	30.0	-	-	-	-	-	-	10
168	90	41.5	88	40.6	32	14.7	-	-	7	3.2	217
122	39	27.3	88	61.5	15	10.5	-	-	1	.7	143
151	45	60.0	22	29.3	8	10.7	-	-	-	-	75
120	38	50.7	30	40.0	7	9.3	-	-	-	-	75
173	22	30.1	44	60.3	7	9.6	-	-	-	-	73
Totals	537	40.6	618	46.7	148	11.2	2	.1	19	1.4	1,324

Table 31. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR EACH TWO-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Clinch Vall.	2	8.7	17	73.9	4	17.4	-	-	-	-	23
East. Shore	-	-	10	90.9	1	9.1	-	-	-	-	11
Geo. Mason	11	36.7	15	50.0	4	13.3	-	-	-	-	30
Lynchb'g. Br.	-	-	2	100.0	-	-	-	-	-	-	2
Pat. Henry	1	14.3	5	71.4	1	14.3	-	-	-	-	7
Cl. Forg-Cov.	2	22.2	4	44.5	3	33.3	-	-	-	-	9
Danville Comm.	-	-	11	78.6	3	21.4	-	-	-	-	14
Roanoke Tech.	-	-	7	26.9	18	69.2	1	3.9	-	-	26
Wytheville	-	-	8	61.5	5	38.5	-	-	-	-	13
Chris. Newpt.	3	10.4	21	72.4	5	17.2	-	-	-	-	29
Richard Bland	2	10.0	12	60.0	6	30.0	-	-	-	-	20
Totals	21	11.4	112	60.9	50	27.2	1	.5	-	-	184

Table 32. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR EACH TWO-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
114	-	-	26	65.0	13	32.5	-	-	1	2.5	40
209	1	3.1	26	81.3	4	12.5	-	-	1	3.1	32
185	-	-	9	64.3	5	35.7	-	-	-	-	14
103	1	4.5	20	91.0	1	4.5	-	-	-	-	22
188	-	-	29	78.4	7	18.9	-	-	1	2.7	37
132	3	10.0	21	70.0	4	13.3	-	-	2	6.7	30
152	4	9.7	28	68.3	9	22.0	-	-	-	-	41
120	-	-	4	33.3	8	66.7	-	-	-	-	12
131	-	-	15	60.0	6	24.0	-	-	4	16.0	25
196	-	-	16	57.1	10	35.7	1	3.6	1	3.6	28
167	3	7.5	22	55.0	14	35.0	-	-	1	2.5	40
Totals	12	3.7	216	67.3	81	25.2	1	.3	11	3.5	321

contain data for the individual institutions of each type in Virginia.

Table 28 shows that the percentage of faculty members holding the doctorate is substantially higher in the four-year privately controlled colleges of Virginia than in the four-year state-controlled institutions. This situation is reversed in the two groups of two-year colleges, with the state-controlled two-year institutions having 11.4 per cent of their faculty members with a doctorate as contrasted with 3.7 per cent in the privately controlled two-year colleges. When doctor's and master's degrees are combined, the state- and privately controlled institutions have very similar percentages of faculty members with preparation at the level of the master's degree or beyond.

Table 29 shows that among the state-controlled institutions, four stand out predominantly with the highest percentages of doctorates on their staffs. At The College of William and Mary the percentage is 51.0, at Mary Washington College it is 47.2, at the University of Virginia the percentage is 45.0, and at Virginia Polytechnic Institute it is 43.5. The University of Virginia offers extensive programs in law, architecture, medicine, etc., for which the normal degree is not the earned doctorate; this would naturally lower the percentage of those with earned doctorates. A similar situation exists at the Medical College of Virginia where most offerings are in medicine and dentistry.

The situation in the four-year privately controlled institutions is shown in Table 30. Six of these colleges have a higher percentage of doctorates on their staffs than any state-controlled institution. As a group, the four-year privately controlled institutions of Virginia have established a commendably high level of quality, as measured by the highest degree earned by faculty members. Virginia can be justly proud of the generally high standards of academic qualifications maintained in the state-controlled and privately controlled institutions of higher education throughout the Commonwealth.

Staff Report #4, Two-year Colleges in Virginia, includes the following discussion of the faculties of these institutions according to data identical to those in Tables 31 and 32:

> . . . the total faculty members who have earned the doctor's and master's degrees are about the same in the state-controlled and privately controlled two-year institutions. Adding the number for the two levels of degrees, and computing the sum as a percentage of total faculty, yields a figure of 70.8 per cent for the privately controlled institutions and 72.3 per cent for the state-controlled colleges. When doctor's and master's degrees are considered separately, five of the state-controlled colleges are found to have faculties with 10 per cent or more holding an earned doctorate. This is in contrast with only one privately controlled institution which has employed a faculty with 10 per cent of its members having earned doctor's degrees.[1]

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[1] A. J. Brumbaugh, The Two-year College in Virginia, Staff Report #4, Virginia Higher Education Study Commission, Richmond, 1965, pp. 66-68.

The information presented in Table 33 affords a comparison of the over-all percentages for each level of highest degree earned by new faculty members employed by Virginia universities and colleges and those of 1,084 institutions of higher education throughout the United States for the school years 1963-64 and 1964-65. (Data for Virginia are for the year 1964-65 only. Data for the 1,084 colleges and universities are from a study published by the National Education Association.)

Contrasting the faculties in the colleges of Virginia with the nationwide percentages for highest degree earned for new teachers in 1964-65 shows Virginia to have 7.2 per cent fewer doctorates, proportionally (20 per cent as opposed to 27.2 per cent). This study shows Virginia institutions to have proportionally 12.2 per cent more new faculty members with only a bachelor's degree (24.7 per cent for Virginia and 12.5 per cent for 1,084 institutions). This is rather clear evidence that the Virginia institutions are losing out in the competition for the services of newly appointed faculty members with the highest qualifications. In Virginia, both the state-controlled and the privately controlled institutions suffer in the comparison with the nationwide picture.

Highest Degree Earned and Academic Rank

The relationship between academic rank and the highest degree earned by members of the faculties in the state-controlled and privately

Table 33. DISTRIBUTION OF NEW FACULTY MEMBERS BY HIGHEST DEGREE EARNED FOR FOUR TYPES OF VIRGINIA COLLEGES AND UNIVERSITIES AND FOR 1084 COLLEGES AND UNIVERSITIES IN OTHER STATES, 1963-64 AND 1964-65[a]

	Doctorate		Master's and Graduate Professional		Bachelor's, First Professional and Below		Total Number
Institutions	Number	Per Cent	Number	Per Cent	Number	Per Cent	Reported
Virginia Univ. and Colleges							
State-controlled:							
Four-year	143	23	334	55	137	22	614
Two-year	1	2	30	58	21	40	52
Totals for State-controlled	144		364		158		666
Privately Cont:							
Four-year	12	13	52	57	28	30	92
Two-year	-	-	16	70	7	30	23
Totals for Privately Controlled	12		68		35		115
All Virginia Institutions, 1964-1965[b]	156	20.0	432	55.3	193	24.7	781
1084 Universities and Colleges in the United States							
1963-64	3833	28.3	8019	59.1	1710	12.6	13,562
1964-65	4361	27.2	9687	60.3	2011	12.5	16,059

[a] National Education Association, Teacher Supply and Demand in Universities, Colleges and Junior Colleges, 1963-64 and 1964-65, 1965, Table 2, p. 13.

[b] No information is presented for Virginia institutions for 1963-64.

controlled institutions are shown in Tables 34, 35, and 36. These tables present for each academic rank the number and percentage of faculty members with the doctor's degree, the master's, the bachelor's, or no degree.

Tables 34 and 35 point up the fact that, in the ranks of professor, associate professor, and assistant professor, the privately controlled four-year institutions of Virginia have higher percentages with the doctor's degree than the four-year state-controlled institutions. This might not be expected, for few of the privately controlled colleges in Virginia offer graduate studies. The state-controlled four-year institutions in Virginia have the highest percentage of master's degrees in each academic rank. As would be expected, the higher ranks in both state- and privately controlled institutions include the largest percentage of doctor's degrees.

Table 36 summarizes information on the relationship between academic rank and the highest degree earned by faculty members in the two-year colleges in Virginia. In the state-controlled two-year colleges, seven faculty members hold the rank of professor and only two of the seven hold the doctorate; this fact can be contrasted with nine out of 20 associate professors having an earned doctorate. More than half of all faculty members in the two-year state-controlled

Table 34. DISTRIBUTION OF FACULTY MEMBERS BY ACADEMIC RANK AND BY LEVEL OF HIGHEST DEGREE EARNED FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS OF VIRGINIA, FALL 1964

Academic Rank	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Associate and Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Professor	503	65.2	249	32.3	18	2.3	-	-	2	.2	772
Associate Professor	347	44.6	409	52.6	21	2.7	-	-	1	.1	778
Assistant Professor	249	24.4	717	70.3	47	4.6	-	-	7	.7	1,020
Instructor	22	3.5	453	71.5	146	23.1	3	.5	9	1.4	633
Lecturer and Other	33	7.4	254	56.8	137	30.6	7	1.6	16	3.6	447
Totals	1,154	31.6	2,082	57.0	369	10.1	10	.3	35	1.0	3,650

Table 35. DISTRIBUTION OF FACULTY MEMBERS BY ACADEMIC RANK AND BY LEVEL OF HIGHEST DEGREE EARNED FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS OF VIRGINIA, FALL 1964

Academic Rank	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Associate and Other		No Degree		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Professor	283	82.8	51	14.9	7	2.0	-	-	1	.3	342
Associate Professor	122	49.0	117	47.0	9	3.6	-	-	1	.4	249
Assistant Professor	94	30.0	199	63.0	22	6.9	1	.1	-	-	316
Instructor	9	3.4	183	69.6	59	22.4	1	.4	11	4.2	263
Lecturer and Other	28	18.4	68	44.8	50	32.9	-	-	6	3.9	152
Totals	536	40.5	618	46.7	147	11.1	2	.2	19	1.4	1,322

Table 36. DISTRIBUTION OF FACULTY MEMBERS BY ACADEMIC RANK AND BY LEVEL OF HIGHEST DEGREE EARNED FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA AND DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF HIGHEST DEGREE EARNED FOR THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

	Doctorate		Master's and Graduate Professional		Bachelor's and First Professional		Associate and Other		No Degree		Total Number Reported
Academic Rank	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Professor	2	28.6	5	71.4	-	-	-	-	-	-	7
Associate Professor	9	45.0	9	45.0	2	10.0	-	-	-	-	20
Assistant Professor	4	10.0	33	82.5	3	7.5	-	-	-	-	40
Instructor	1	1.4	47	65.3	24	33.3	-	-	-	-	72
Lecturer and Other	5	11.1	18	40.0	21	46.7	1	2.2	-	-	45
Totals--Two-year State-controlled	21	11.4	112	60.9	50	27.2	1	.5	-	-	184
Totals - Two-Year Privately Controlled	12	3.7	216	67.3	81	25.2	1	.4	11	3.4	321

colleges are concentrated in the lower ranks and hold the master's as their highest degree; 82.5 per cent of the assistant professors hold the master's as their highest degree and 65.3 per cent of the instructors have earned a master's degree.

Most of the privately controlled two-year colleges do not rank their faculties so no contrasting of state- and privately controlled institutions is presented on the basis of highest degree earned and faculty rank.

Source of Highest Degree Earned

In addition to data on highest degree earned, information was requested regarding the source of the degree, whether it was obtained at the institution of present employment, at another Virginia institution, or at an institution outside Virginia. These three categories may be used in two ways. First, for those institutions that do not offer the master's and doctor's degree, only a separation of the categories in Virginia or outside Virginia will have much meaning. This is totally true in the case of the two-year colleges. All three criteria will have meaning for those institutions which give the master's and doctor's degree. In other words, the state-controlled and privately controlled institutions in Virginia cannot be compared on the factor of "institution of present employment" because so few of the privately controlled institutions offer degrees beyond the bachelor's.

Tables 37, 38, 39, and 40 present data on the sources of the highest degree earned by faculty members in the four types of institutions of higher education in Virginia, with summary data shown in Table 37. Table 38 shows that in each of three state-controlled four-year colleges in Virginia, more than 20 per cent of the faculty members earned their highest degree from the institution of present employment. The Medical College of Virginia is the only institution in the State having less than half its faculty members with highest degrees from universities outside Virginia. On the basis of the percentage of faculty members having their highest degrees from universities outside Virginia, five privately controlled institutions shown in Table 39 have higher percentages than any of the state-controlled institutions.

Table 40 presents data on the source of highest degree earned for the faculty members in the two-year colleges in Virginia. Five of the state-controlled two-year colleges have 50 per cent or more of their faculty members who earned their highest degree inside the Commonwealth. The privately controlled two-year colleges tend to have the great majority of their faculty members with the highest degree earned from institutions in other States; none of these institutions has a faculty with less than 60 per cent of the members having the highest degree earned from institutions outside Virginia.

Table 37. DISTRIBUTION OF FACULTY MEMBERS BY THE SOURCE OF HIGHEST DEGREE EARNED FOR THE FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Type of Institution	Source of Highest Degree Earned						Total Number Reported
	Institution of Present Employment		Another Virginia Institution		Institution Outside Virginia		
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
State-controlled:							
Four-year	749	20.5	372	10.2	2537	69.3	3658
Two-year	1	.5	71	38.6	112	60.9	184
Totals, State-controlled	750	19.5	443	11.5	2649	69.0	3842
Privately Controlled:							
Four-year	74	5.6	177	13.4	1071	81.0	1322
Two-year	-	-	67	20.9	254	79.1	321
Totals, Privately Controlled	74	4.5	244	14.9	1325	80.6	1643
Totals, All Institutions	824	15.0	687	12.5	3974	72.5	5485

Table 38. DISTRIBUTION OF FACULTY MEMBERS BY THE SOURCE OF HIGHEST DEGREE EARNED FOR EACH FOUR-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Source of Highest Degree Earned						Total Number Reported
	Institution of Present Employment		Another Virginia Institution		Institution Outside Virginia		
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Wm. & Mary	19	7.7	16	6.5	212	85.8	247
Longwood	-	-	27	28.1	69	71.9	96
Madison	11	8.3	19	14.3	103	77.4	133
Mary Wash	1	.7	26	18.1	117	81.2	144
Med. Col., Va.	294	40.2	94	12.8	344	47.0	732
Old Dominion	15	5.1	52	17.5	230	77.4	297
Radford	1	.7	27	18.4	119	80.9	147
Rich. Prof.	31	15.5	41	20.5	128	64.0	200
Univ. of Va.	180	28.7	9	1.4	439	69.9	628
Va. Mil. Inst.	9	8.7	10	9.6	85	81.7	104
Va. Poly. Inst.	143	25.6	30	5.4	386	69.0	559
Va. St., Petsb'g	42	20.0	5	2.4	163	77.6	210
Va. St., Norf.	3	1.9	16	9.9	142	88.2	161
Totals	749	20.5	372	10.2	2537	69.3	3658

Table 39. DISTRIBUTION OF FACULTY MEMBERS BY THE SOURCE OF HIGHEST DEGREE EARNED FOR EACH FOUR-YEAR PRIVATELY CONTROLLED INSTITUTION OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

	Source of Highest Degree Earned		
	Institution of Present Employment	Another Virginia Institution	Institution Outside Virginia
Institution	Per Cent	Per Cent	Per Cent
No. 143	-	12.8	87.2
No. 184	-	18.2	81.8
No. 112	2.4	4.8	92.8
No. 191	2.7	17.8	79.5
No. 144	7.7	2.8	89.5
No. 121	20.0	30.0	50.0
No. 101	1.8	19.3	78.9
No. 189	2.7	12.0	85.3
No. 159	5.4	21.4	73.2
No. 181	2.6	29.0	68.4
No. 137	2.0	20.0	78.0
No. 163	5.8	29.0	65.2
No. 199	13.5	15.8	70.7
No. 116	-	4.0	96.0
No. 123	-	5.1	94.9
No. 105	5.2	10.4	84.4
No. 140	31.8	18.2	50.0
No. 194	3.5	1.8	94.7
No. 166	3.6	18.2	78.2
Totals	5.6	13.4	81.0

Table 40. DISTRIBUTION OF FACULTY MEMBERS BY THE SOURCE OF HIGHEST DEGREE EARNED FOR EACH TWO-YEAR STATE- AND PRIVATELY CONTROLLED COLLEGE IN VIRGINIA, FALL 1964

Institution	Source of Highest Degree Earned						Total Number Reported
	Institution of Present Employment		Another Virginia Institution		Institution Outside Virginia		
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Clinch Vall.	-	-	4	17.4	19	82.6	23
East. Shore	-	-	9	81.8	2	18.2	11
Geo. Mason	-	-	1	3.3	29	96.7	30
Lynchb'g. Br.	-	-	1	50.0	1	50.0	2
Pat. Henry	-	-	4	57.1	3	42.9	7
Cl. Forg-Cov.	-	-	3	33.3	6	66.7	9
Danville Comm.	-	-	4	28.6	10	71.4	14
Roanoke Tech.	1	3.9	19	73.1	7	26.9	27
Wytheville	-	-	9	69.2	4	30.8	13
Chris. Newpt.	-	-	11	37.9	18	62.1	29
Richard Bland	-	-	7	35.0	13	65.0	20
Totals, State-controlled	1	.5	71	38.6	112	60.9	184
No. 136				20.0		80.0	
No. 134				8.1		91.9	
No. 119				37.5		62.5	
No. 156				14.3		85.7	
No. 110				25.0		75.0	
No. 165				21.4		78.6	
No. 205				39.0		61.0	
No. 170				28.0		72.0	
No. 191				13.3		86.7	
No. 143				7.5		92.5	
No. 125				13.6		86.4	
Totals, Privately Controlled				20.9		79.1	

The percentage of faculty members having their highest earned degree from the institution in which they are presently serving is commonly used as an index of the undesirable condition known as educational "inbreeding." No national norms or standards are available to suggest how high this percentage may go without being considered undesirable. At each of three Virginia institutions more than one-fourth of the faculty members have their highest degree from the institution where they are at present located. The highest percentage is at the Medical College of Virginia, but the analysis there is complicated by the inclusion of large numbers of part-time faculty members in the calculation. At both the University of Virginia and Virginia Polytechnic Institute the tendency toward faculty inbreeding seems rather pronounced.

CHAPTER V

ACADEMIC LEVEL OF INSTRUCTIONAL SERVICE

Information has been summarized in Tables 41 and 42 for faculty members in each type of institution designated as responsible for teaching at each of three different academic levels--undergraduate only, undergraduate and graduate, or graduate level courses only. Tables 41 and 42 show the numbers of faculty members at each level and the percentage this number is of the total number of faculty members at each four-year institution. Totals in the cross-tabulations may differ from preceding tables because some incomplete responses were submitted. In the two-year colleges, 100 per cent of the faculty are responsible for undergraduate courses only, so these institutions have been included for summary purposes only in Table 43.

In the four-year state-controlled institutions, 54. 6 per cent of the faculty are responsible for undergraduate courses only, 30. 9 per cent are responsible for both undergraduate and graduate courses. Only five of the state-controlled institutions have any substantial number of staff assigned solely to graduate courses; these are the Medical College of Virginia with 47. 8 per cent, the University of Virginia with 15. 1 per cent, Richmond Professional Institute with

Table 41. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF INSTRUCTIONAL SERVICE FOR EACH FOUR-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

	Instructional Level						Total Number Reported
	Undergraduate Only		Both Levels		Graduate Only		
Institution	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Wm. & Mary	143	58.6	79	32.4	22	9.0	244
Longwood	87	90.6	9	9.4	-	-	96
Madison	99	74.4	33	24.8	1	.8	133
Mary Wash.	142	100.0	-	-	-	-	142
Med. Col. Va.	116	16.2	258	36.0	343	47.8	717
Old Dominion	266	90.0	29	9.8	1	.2	296
Radford	143	97.3	4	2.7	-	-	147
Rich. Prof.	120	61.5	54	27.7	21	10.8	195
Univ. of Va.	191	30.7	337	54.2	94	15.1	622
Va. Mil. Inst.	104	100.0	-	-	-	-	104
Va. Poly. Inst.	242	44.9	260	48.2	37	6.9	539
Va. St., Pet'g.	152	74.9	48	23.6	3	1.5	203
Va. St., Norf.	159	99.4	1	.6	-	-	160
Totals	1,964	54.6	1,112	30.9	522	14.5	3,598

Table 42. DISTRIBUTION OF FACULTY MEMBERS BY LEVEL OF INSTRUCTIONAL SERVICE FOR EACH FOUR-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Instructional Level						Total Number Reported
	Undergraduate Only		Both Levels		Graduate Only		
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
117	104	90.4	-	-	11	9.6	115
196	56	100.0	-	-	-	-	56
104	51	92.7	4	7.3	-	-	55
190	55	100.0	-	-	-	-	55
130	38	100.0	-	-	-	-	38
170	42	84.0	8	16.0	-	-	50
102	125	90.6	12	8.7	1	.7	138
155	76	100.0	-	-	-	-	76
158	56	100.0	-	-	-	-	56
198	57	80.3	3	4.2	11	15.5	71
133	43	97.7	1	2.3	-	-	44
127	133	61.9	68	31.6	14	6.5	215
179	37	100.0	-	-	-	-	37
175	72	97.3	2	2.7	-	-	74
115	68	86.1	11	13.9	-	-	79
182	1	10.0	-	-	9	90.0	10
145	-	-	-	-	20	100.0	20
108	69	100.0	-	-	-	-	69
161	44	100.0	-	-	-	-	44
Totals	1,127	86.6	109	8.4	66	5.1	1,302

Table 43. DISTRIBUTION OF FACULTY MEMBERS BY ACADEMIC RANK AND BY LEVEL OF INSTRUCTIONAL SERVICE FOR FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Level of Instructional Service and Type of Institution	Professor and Associate Professor		Assistant Professor and Instructor		Lecturer and Other		All Ranks Combined	
	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number	Per Cent
Undergraduate Only								
4-Year State-controlled	624	40.8	1,050	64.5	289	66.0	1,963	54.6
4-Year Privately Controlled	478	82.0	538	94.1	109	75.2	1,125	86.5
2-Year State-controlled	26	100.0	111	100.0	44	100.0	181	100.0
2-Year Privately Controlled	38	100.0	139	100.0	139	100.0	316	100.0
Totals	1,166	53.6	1,838	75.0	581	75.8	3,585	66.5
Undergraduate and Graduate								
4-Year State-controlled	713	46.6	352	21.6	47	10.7	1,112	30.9
4-Year Privately Controlled	72	12.3	27	4.7	10	6.9	109	8.4
Totals	785	36.1	379	15.5	57	7.4	1,221	22.6
Graduate Only								
4-Year State-controlled	192	12.6	226	13.9	102	23.3	520	14.5
4-Year Privately Controlled	33	5.7	7	1.2	26	17.9	66	5.1
Totals	225	10.3	233	9.5	128	16.8	586	10.9
Totals								
4-Year State-controlled	1,529	100.0	1,628	100.0	438	100.0	3,595	100.0
4-Year Privately Controlled	583	100.0	572	100.0	145	100.0	1,300	100.0
2-Year State-controlled	26	100.0	111	100.0	44	100.0	181	100.0
2-Year Privately Controlled	38	100.0	139	100.0	139	100.0	316	100.0
Grand Totals	2,176	100.0	2,450	100.0	766	100.0	5,392	100.0

10.8 per cent, The College of William and Mary with 9.0 per cent, and Virginia Polytechnic Institute with 6.9 per cent. The figure of 14.5 per cent as an over-all average of staff members in the state-controlled four-year institutions teaching at the graduate level only is brought up to this level by the large percentage of personnel teaching at the graduate level at the Medical College of Virginia. It will be noted that only one other institution, the University of Virginia at 15.1 per cent, falls above the 14.5 per cent average computed for all four-year state-controlled institutions.

In the four-year privately controlled institutions, 86.6 per cent of the faculty members are responsible for undergraduate courses only, 8.4 per cent for both undergraduate and graduate, and 5.1 per cent graduate level teaching only. The low percentage of faculty members teaching at the graduate level in the privately controlled institutions reflects the limited number of programs leading toward advanced degrees in these colleges.

An analysis of the data summarized in Table 43 shows that most of the professors and the associate professors, at least in the institutions offering graduate work, teach some graduate courses. In the four-year state-controlled colleges and universities 905 of the faculty members in the upper ranks were assigned to teach these advanced courses (713 teach undergraduate and graduate courses--192 teach graduate courses only). This is almost three-fifths of the total faculty in these ranks. Faculty in the ranks of assistant professor and instructor assigned to advanced courses totalled only 578 (352 teach undergraduate and graduate courses--226 teach graduate courses only), which is about a third of their number. This was also the proportion of "Lecturer and Other" assigned to advanced courses.

In the four-year privately controlled institutions a much larger proportion of faculty members in the upper ranks were assigned to teach lower division courses. A major reason for this is the small number of graduate programs in these colleges.

Further analysis of the information presented in Table 43 emphasizes the small percentage of faculty members teaching graduate courses only. It is rather surprising to observe that in the four-year state-controlled institutions a higher percentage (13. 9) of faculty members in the two lower ranks teach graduate courses only than those in the ranks of professor and associate professor (12. 6).

CHAPTER VI

FACULTY SALARIES

Data on the compensation received by faculty members are quite important. It has long been known that one of the most significant indicators of the general quality of an institution's faculty is to be found in the salaries the faculty members are paid. One may grant that most faculty members are probably paid far less than they are worth, and that in any institution the correlation between the salaries of individual faculty members and their scholarly ability is less than perfect. But as a measure of general quality for the faculty of an institution as a whole, an index related to the salaries paid probably has no superior.

Currently, the pressures of expanding enrollments have increased the volume of faculty recruitment and have increased its difficulty. The increased mobility of scholars has enhanced the size of the national market in which they sell their services. In turn, these elements have created strong competitive financial pressures. A realistic appraisal of the salary patterns in Virginia's colleges and universities constitutes one of the major tasks confronting the Higher Education Study Commission.

Fortunately, Virginia received from Governor Harrison a salary program for the state-controlled institutions for the 1964-1966 biennium which was designed to bring the faculty salaries in these institutions up to the national average for institutions of the same type. Visits to the various privately controlled institutions in Virginia indicate that they, too, have provided progressive salary increases in recent years.

There are various periodic surveys of faculty salaries of a national scope. One of the most comprehensive is that conducted each year by the staff of the American Association of University Professors, for which institutions voluntarily report their salary data. The most recent AAUP survey, for the 1964-65 academic year, is reported in the June 1965 AAUP Bulletin, under the title, "The Economic Status of the Profession, 1964-65." This 54-page report includes salary data for 857 colleges and universities, of which number 28 are in Virginia, including all the four-year state-controlled institutions of the State.

The AAUP report demonstrates the substantial increases in faculty salaries that have occurred in recent years. As recently as 1960-61, the average salary for all academic ranks in the United States was $7,787; in 1964-65 it had risen in the same institutions to $9,573, a gain of 22.9 per cent. Despite this gain, the AAUP believes that the academic profession still lags behind other comparable professions in its average earnings.

The AAUP report must be used with care. Institutional ratings are based on "compensation" rather than salary (although the latter is now also reported in the Bulletin). Compensation includes, in some cases, certain fringe benefits--retirement (if the benefits become vested in the faculty member within five years), insurance paid by the institution, housing allowances, tuition waivers for faculty children, etc. Since institutional practices vary greatly, the extent to which these items are reported and counted also varies.

With respect to average compensation, the 1964-65 AAUP report gives 18 institutions in the United States an "A" (highest) rating, and 75 additional institutions a rating of "B." The only Virginia institutions in either of these two groups (both rated "B") are the University of Virginia and Washington and Lee University. Two other state-controlled four-year institutions, Virginia Polytechnic Institute and the Medical College of Virginia, along with two privately controlled colleges, received a "C" rating. The other colleges and universities of Virginia are rated "D" or "E."

In rating each institution for each of the four chief academic ranks, the Virginia institutions rate somewhat better in the two lower ranks. The University of Virginia, Hampden-Sydney College, Hollins College, Sweet Briar College, and Washington and Lee University are rated "A" for instructors and 11 others in the State were rated "B" for this rank.

The same data classified somewhat differently are summarized from the AAUP report as follows:

Average Compensation of Faculty, 1964-65	Number of Institutions U. S.	Virginia
Over $17,000	1	0
15,000 - 15,999	4	0
14,000 - 14,999	7	0
13,000 - 13,999	9	0
12,000 - 12,999	16	0
11,000 - 11,999	49	2
10,000 - 10,999	114	1

For purposes of studying faculty salaries, the staff of the Virginia Higher Education Study Commission chose to ignore the salaries paid to part-time faculty members. Tables 44 through 48 present information on the salary basis for faculty members at each institution of higher education in the Commonwealth. Table 44 shows the number of part-time faculty as 1,107. From Table 45, it can be observed that more than half the part-time faculty members are employed at the Medical College of Virginia or at the University of Virginia. Table 44 also provides information on the division of full-time faculty (totaling 3,389) between those having appointments for the 9-10 months academic year and those (874 in all) employed for virtually the entire year. Of the latter group, it will be noted from Table 45 that more than half serve at Virginia Polytechnic Institute or the Medical College of Virginia. Their term of employment reflects the different functions performed

Table 44. DISTRIBUTION OF FACULTY MEMBERS BY TYPE OF SALARY APPOINTMENT FOR FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

	9 - 10 Months		11-12 Months		Part-time		Total
Institution	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number Reported
State-controlled							
Four-year	2, 051	56. 7	739	20. 4	825	22. 8	3, 615[a]
Two-year	117	63. 6	16	8. 7	51	27. 7	184
Privately Controlled							
Four-year	992	77. 5	98	7. 7	189	14. 8	1, 279
Two-year	229	78. 4	21	7. 2	42	14. 4	292[b]
Totals for All Institutions	3, 389	63. 1	874	16. 3	1, 107	20. 6	5, 370

[a] Does not include 47 on leave.

[b] Does not include one two-year privately controlled college.

Table 45. DISTRIBUTION OF FACULTY MEMBERS BY TYPE OF SALARY APPOINTMENT FOR VIRGINIA'S FOUR-YEAR STATE-CONTROLLED INSTITUTIONS, FALL 1964

	9-10 Months		11-12 Months		Part-time		Total
Institution	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number Reported
Wm. & Mary	191	77.3	42	17.0	14	5.7	247
Longwood	94	97.9	-	-	2	2.1	96
Madison	117	94.4	-	-	7	5.6	124
Mary Wash.	118	86.7	10	7.4	8	5.9	136
Med. Col., Va.	1	.1	274[b]	37.4	457[b]	62.5	732
Old Dominion	178	61.2	41	14.1	72	24.7	291
Radford	128	93.5	4	2.9	5	3.6	137
Rich. Prof.	125	62.2	29	14.4	47	23.4	201
Univ. of Va.	435[c]	69.2	58	9.2	136	21.6	629
Va. Mil. Inst.	97	93.3	1	1.0	6	5.8	104
Va. Poly. Inst.	286	51.0	217	38.7	58	10.3	561
Va. St., Pet'g	166	79.0	34	16.2	10	4.8	210
Va. St., Norf.	115	78.3	29	19.7	3	2.0	147
Totals	2,051	56.8	739	20.4	825	22.8	3,615[a]

[a] Does not include 47 on leave.

[b] Clinical salaries are based on 11 to 12 month or part-time appointments.

[c] For the University of Virginia, 74 faculty members who fill clinical positions are counted in the total of 435 holding nine-month appointments.

Table 46. DISTRIBUTION OF FACULTY MEMBERS BY TYPE OF SALARY APPOINTMENT FOR VIRGINIA'S FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS, FALL 1964

Institution	9-10 Months		11-12 Months		Part-time		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
No. 46.	47	92. 2	2	3. 9	2	3. 9	51
No. 34	71	89. 9	-	-	8	10. 1	79
No. 75	120	55. 0	18	8. 3	80	36. 7	218
No. 64	48	85. 8	4	7. 1	4	7. 1	56
No. 67	39	88. 7	3	6. 8	2	4. 5	44
No. 59	43	75. 4	7	12. 3	7	12. 3	57
No. 5	104	90. 4	4	3. 5	7	6. 1	115
No. 9	47	82. 5	2	3. 5	8	14. 0	57
No. 74	71	93. 4	-	-	5	6. 6	76
No. 97	118	82. 5	13	9. 1	12	8. 4	143
No. 11	54	74. 0	4	5. 5	15	20. 5	73
No. 31	49	71. 1	3	4. 3	17	2. 6	69
No. 14	-	-	16	72. 7	6	27. 3	22
No. 48	65	85. 6	2	2. 6	9	11. 8	76
No. 53	47	88. 7	1	1. 9	5	9. 4	53
No. 85	31	81. 6	6	15. 8	1	2. 6	38
No. 96	29	69. 0	12	28. 6	1	2. 4	42
No. 48	9	90. 0	1	10. 0	-	-	10
Totals	992	77. 5	98	7. 7	189	14. 8	1, 279

Table 47. DISTRIBUTION OF FACULTY MEMBERS BY TYPE OF SALARY APPOINTMENT FOR VIRGINIA'S TWO-YEAR STATE-CONTROLLED INSTITUTIONS, FALL 1964

Institution	9-10 Months		11-12 Months		Part-time		Total Number Reported
	Number	Per Cent	Number	Per Cent	Number	Per Cent	
Clinch Vall.	17	73.9	1	4.3	5	21.8	23
East. Shore	7	63.6	4	36.4	-	-	11
Geo. Mason	13	43.3	1	3.3	16	53.4	30
Lynchb'g Br.	2	100.0	-	-	-	-	2
Pat. Henry	6	66.7	1	14.3	-	-	7
Cl. Forg-Cov.	6	66.7	1	11.1	2	22.2	9
Danville Com.	9	64.3	1	7.1	4	28.6	14
Roanoke Tech.	13	50.0	3	11.5	10	38.5	26
Wytheville	12	92.3	1	7.7	-	-	13
Chris. Newpt.	17	58.7	1	3.4	11	37.9	29
Richard Bland	15	75.0	2	10.0	3	15.0	20
Totals	117	63.6	16	8.7	51	27.7	184

Table 48. DISTRIBUTION OF FACULTY MEMBERS BY TYPE OF SALARY APPOINTMENT FOR VIRGINIA'S TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS, FALL 1964

	9-10 Months		11-12 Months		Part-time		Total
Institution	Number	Per Cent	Number	Per Cent	Number	Per Cent	Number Reported
No. 57	21	75.0	-	-	7	25.0	28
No. 33	8	66.7	-	-	4	33.3	12
No. 16	33	78.6	8	19.0	1	2.4	42
No. 94	29	90.6	-	-	3	9.4	32
No. 3	20	50.0	8	20.0	12	30.0	40
No. 72	21	84.0	-	-	4	16.0	25
No. 82	19	86.4	2	9.1	1	4.5	22
No. 24	13	92.9	1	7.1	-	-	14
No. 69	33	89.2	2	5.4	2	5.4	37
No. 77	32	80.0	-	-	8	20.0	40
Totals	229	78.4	21	7.2	42	14.4	292[a]

[a] Does not include one privately controlled two-year college.

by these institutions.

The intensive study of faculty salaries in Virginia was limited to the appointments for the academic year--generally 9 months. This is the larger group of faculty members and the group most comparable among various institutions. Some salary reports, including that made by the American Association of University Professors, seek to include the year-round appointees, but the arbitrary adjustments this entails are not entirely satisfactory. Thus the tables that follow are concerned only with the 9-10 month appointments.

Tables 49 through 52 provide data on the lowest, highest, and average or median salaries paid to faculty members. Table 49, which is a summary table, shows average (arithmetic mean) salaries for each type of institution. Tables 50-52 show median salaries as well as highest and lowest salaries for individual institutions. It will be seen in Table 49 that the average salary in the four-year institutions is substantially higher in the state-controlled colleges and universities than in the privately controlled institutions. This situation is true in both the four-year and the two-year colleges. Of the state-controlled institutions, the highest median is at the Medical College of Virginia, while the lowest is at three of the two-year colleges.

In comparing the lowest faculty salaries with the highest, many

Table 49. AVERAGES AND RANGES OF SALARIES FOR FULL-TIME FACULTY WITH NINE-MONTH APPOINTMENTS FOR FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Type of Institution	Lowest Salary	Highest Salary	Average Salary	Total Number Reported
State-controlled				
Four-year	$ 5,100	$ 23,600	$ 8,422	1,976
Two-year	4,600	9,400	6,356	114
Privately Controlled				
Four-year	3,810	18,000	7,470	981
Two-year	1,800	9,708	5,258	227

Table 50. MEDIAN SALARIES FOR FACULTY WITH NINE-MONTH APPOINTMENTS AT EACH OF THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Institution	Lowest Salary	Highest Salary	Median Salary	Total Number Reported
The College of William & Mary	$5,175	$16,000	$8,400	190
Longwood College	5,100	11,400	7,700	94
Madison College	5,100	11,600	7,700	117
Mary Washington College	5,100	11,300	7,800	118
Old Dominion College	5,300	12,075	7,900	178
Radford College	5,600	12,650	7,700	127
Richmond Professional Institute	5,200	10,300	7,200	125
University of Virginia[b]	5,700	23,600	9,900	361
Virginia Military Institute	5,500	11,700	8,200	97
Virginia Polytechnic Institute	5,100	15,000	9,300	286
Virginia State College, Petersburg	5,100	10,920	7,400	166
Virginia State College, Norfolk	5,100	11,100	7,400	115

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[a] The Medical College of Virginia is excluded from this tabulation because most of the faculty hold part-time or 11-12 month appointments; there was only one person at that institution with 9-10 month appointment.

[b] For the University of Virginia, 74 clinical salaries are excluded from this tabulation.

Table 51. MEDIAN SALARIES FOR FACULTY WITH NINE-MONTH APPOINTMENTS AT EACH OF THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Institution	Lowest Salary	Highest Salary	Median Salary
114	$ 7,700	$ 9,700	$ 9,700
149	5,200	13,500	8,250
118	5,250	12,500	8,400
110	5,700	13,300	8,435
103	5,500	10,600	8,400
129	5,600	14,000	8,582
111	6,300	11,500	8,500
146	5,600	10,500	8,700
156	5,075	9,725	6,750
126	4,500	8,000	5,600
186	4,800	9,360	6,440
107	3,810	8,200	5,017
167	5,400	18,000	9,900
128	5,000	11,200	6,700
172	4,140	8,575	6,250
193	5,300	11,400	7,000
124	5,100	9,600	6,900

[a] One privately controlled institution is omitted from this tabulation because all faculty members are on 11-12 month basis.

Table 52. MEDIAN SALARIES FOR FACULTY WITH NINE-MONTH APPOINTMENTS AT EACH OF THE TWO-YEAR INSTITUTIONS IN VIRGINIA, FALL 1964

Institution	Lowest Salary	Highest Salary	Median Salary	Total Number Reported
State-controlled				
Clinch Valley College	$ 5 600	$ 9,200	$ 7,800	17
Eastern Shore Branch	5,600	6,200	6.200	7
George Mason College	6,500	9.400	7.500	13
Lynchburg Branch	6,600	6,600	6,600	2
Patrick Henry College	6,200	7,200	6,200	5
Clifton Forge-Covington Community College	5,800	7,900	6,850	6
Danville Community College	4,600	9,400	7,250	8
Roanoke Technical Institute	6,000	7,900	6,300	13
Wytheville Community College	5,800	7,700	6,600	12
Christopher Newport College	5,100	7,700	6,500	17
Richard Bland College	5,100	7,700	6,200	15
Privately Controlled				
107	$ 3,244	$ 8,100	$ 5,600	
155	1,800	4,230	2,940	
187	4,800	6,900	5,500	
195	4,850	8,500	5,650	
115	5,000	6,400	5,500	
123	3,839	5,239	4,784	
139	5,202	9.708	6,367	
163	4,000	6,800	5,675	
171	5,000	6,500	5,800	
147	6,000	6,100	6,100	

colleges believe a good "rule of thumb" to be that the best paid professor in a four-year college should be paid at least two-and-a-half times the lowest level of salary. This differential allows recognition of different levels of achievement, academic qualifications, scholarly maturity, and teaching excellence. Such a salary differential also promotes continuity in the profession. Only four of the 13 state-controlled institutions and three of the privately controlled colleges meet this standard.

Tables 53 through 56 record average faculty salaries for each academic rank for persons on 9-10 month appointments. Note that the salaries are averages (arithmetic means) rather than medians. The variations in salary that are evident in Table 53 follow a fairly normal pattern. For some classifications, the number of persons is so small as to invalidate comparisons. As has been noted in a previous chapter, most of the two-year privately controlled colleges in Virginia do not have a regular system of academic ranks for their faculty members. Nevertheless, substantial numbers of faculty members in some of these colleges not having a system of academic ranks did report that they held some rank. In the tabulations in this chapter for which faculty salaries are organized by academic rank, the classification of faculty members by rank in the two-year privately controlled colleges is in accordance with the rank reported for each faculty member included

Table 53. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK FOR FOUR TYPES OF INSTITUTIONS OF HIGHER EDUCATION IN VIRGINIA, FALL 1964

Type of Institution	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Average All Ranks
State-controlled						
Four-year	$ 11, 551	$ 8, 797	$ 7, 250	$ 5, 909	$ 6, 862	$ 8, 422
Two-year	9, 200	7, 979	6, 609	5, 752	6, 394	6, 356
Privately Controlled						
Four-year	$ 9, 494	$ 7, 901	$ 6, 403	$ 5, 609	$ 7, 601	$ 7, 470
Two-year[a]	5, 762	6, 250	5, 395	4, 842	5, 236	5, 258
Average for All Institutions	$ 10, 502	$ 8, 402	$ 6, 928	$ 5, 693	$ 6, 458	$ 7, 771

[a] Most of the two-year privately controlled colleges in Virginia do not have a system of academic ranks for faculty members.

Table 54. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK FOR EACH FOUR-YEAR STATE-CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964[a]

Institution	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Average All Ranks
Wm. & Mary	$ 10,615	$ 8,859	$ 7,541	$ 6,345	$ 5,304	$ 8,123
Longwood	10,206	8,184	6,828	5,675	-	7,688
Madison	10,093	8,246	6,720	5,545	5,100	7,780
Mary Wash.	10,164	8,469	6,884	5,790	7,800	7,698
Old Dominion	9,558	7,832	6,875	5,736	9,600	7,595
Radford	9,576	7,686	6,482	5,200	-	7,309
Rich. Prof.	9,179	8,031	6,749	5,857	5,200	7,092
Univ. of Va.	14,229	10,223	8,316	6,547	8,277	10,801
Va. Mil. Inst.	10,093	8,065	7,156	5,686	7,150	7,860
Va. Poly. Inst.	11,816	9,366	8,068	5,992	9,000	9,023
Va. St., Pet'g.	9,110	7,662	6,808	5,531	5,100	6,978
Va. St., Norf.	9,159	7,716	6,900	5,755	5,040	6,961
Average for All Institutions	$ 11,551	$ 8,797	$ 7,250	$ 5,909	$ 6,862	$ 8,422

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[a] At the Medical College of Virginia most of the faculty hold part-time or 11-12 month appointments; only one person with a 9-10 month appointment was employed by that institution.

Table 55. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK FOR EACH FOUR-YEAR PRIVATELY CONTROLLED INSTITUTION IN VIRGINIA, FALL 1964

Institution	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Average All Ranks
157	$ 7,435	$ 6,584	$ 5,440	$ 5,535	$ 5,160	$ 6,155
160	10,120	8,464	7,084	5,475	6,625	8,036
134	9,190	7,610	6,415	5,056	-	6,929
192	5,209	5,013	4,022	3,542	-	4,429
150	8,539	7,418	6,401	5,269	6,258	6,670
142	6,825	6,033	5,504	4,723	5,040	5,815
135	8,814	-	7,227	-	-	8,462
132	11,008	8,608	6,879	6,060	9,000	8,272
138	8,520	6,597	6,102	5,192	-	6,636
154	9,200	8,050	7,225	6,650	-	8,484
169	8,500	6,820	6,092	5,614	-	6,912
162	8,884	7,700	6,712	5,475	-	7,874
165	6,940	7,150	4,157	4,880	-	5,217
178	9,092	8,178	7,200	5,790	8,500	7,728
131	12,349	9,558	7,769	6,553	9,450	9,559
152	11,192	9,109	7,401	7,055	9,062	8,677
148	9,797	8,417	6,616	5,912	7,475	7,976
Totals	9,494	7,901	6,403	5,609	7,601	7,470

Table 56. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK FOR EACH TWO-YEAR INSTITUTION IN VIRGINIA, FALL 1964

Institution	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Average All Ranks
State-controlled						
Clinch Vall.	$ 9,200	$ 7,667	$ 6,900	$ 5,267	$ 7,277	$ 7,062
East. Shore	-	-	-	5,743	-	5,743
Geo. Mason	-	9,100	6,986	6,500	6,600	7,569
Lynchb'g. Br.	-	6,100	-	-	-	6,100
Pat. Henry	-	-	4,600	6,200	-	5,400
Cl. Forg-Cov.	-	7,900	7,200	5,850	-	6,417
Danville Comm.	-	7,250	7,500	4,850	-	6,211
Roanoke Tech.	-	-	6,967	6,110	-	6,308
Wytheville	-	-	7,100	5,920	-	6,117
Chris. Newpt.	-	7,700	6,450	5,727	5,100	5,976
Richard Bland	-	7,700	6,500	5,462	5,100	5,933
Average for All Institutions	$ 9,200	$ 7,979	$ 6,609	$ 5,752	$ 6,394	$ 6,356
Privately Controlled[a]						
112	$ 6,053	$ -	$ -	$ -	$ 6,050	$ 6,053
109	-	-	-	5,206	4,875	5,172
105	-	5,975	5,311	5,100	5,750	5,480
111	-	-	-	6,000	5,223	5,260
101	3,283	-	-	2,522	-	2,807
104	5,508	-	-	-	5,906	5,894
102	8,500	7,350	5,812	4,968	-	5,333
106	-	-	-	-	4,138	4,138
100	-	-	-	-	5,112	5,112
Average for All Institutions	$ 5,762	$ 6,250	$ 5,395	$ 4,842	$ 5,236	$ 5,258

[a] Most of the two-year privately controlled colleges do not have a system of assigning academic ranks to faculty members.

in the study. Because these ranks may not be officially recognized in many of the colleges, not much significance should be attached to the reported averages or distributions of faculty salaries by rank in the two-year privately controlled colleges.

Tables 57 through 60 show the percentage distribution of salaries for those in each academic rank. In the four-year state-controlled institutions, no faculty member at the level of instructor receives as much as $8,500, but only one professor is below that figure. More than half of the full professors receive higher salaries than is paid any faculty member in the two lower ranks. In the privately controlled institutions, there is somewhat less of a tendency to relate salary to academic rank.

Of all the 3,298 faculty members in Virginia institutions reported in Tables 57 through 60, a total of 583 are paid a salary of $10,000 or more. This is 17.7 per cent or roughly one-sixth of the total. On the other hand, a total of 1,076, amounting to almost one-third of the total, are paid less than $7,000 per year.

Tables 61 through 64 show the relationship between rank and salary in a different fashion. In these tables, the percentage of faculty members at each rank is shown for each salary bracket. Again, at the higher salary levels it is seen that the professors predominate.

Tables 65 through 68 furnish information on faculty salaries by academic rank and by sex. The average salaries for men exceed those

Table 57. DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Salary Interval	Cumulative Percentage					Total Number Reported
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	
15,000 and Over	12.7	-	-	-	2.2	57
14,000 - 14,999	19.7	-	-	-	-	31
13,000 - 13,999	24.9	.2	-	-	4.3	25
12,000 - 12,999	35.6	.4	-	-	-	48
11,000 - 11,999	55.6	5.9	-	-	-	117
10,000 - 10,999	70.1	20.4	1.3	-	6.5	148
9,500 - 9,999	88.7	33.5	3.6	-	15.2	169
9,000 - 9,499	98.2	50.6	5.8	-	-	145
8,500 - 8,999	99.5	70.0	14.0	-	19.6	161
8,000 - 8,499	99.7	87.1	31.9	.9	32.6	213
7,500 - 7,999	-	99.0	57.8	2.4	36.9	234
7,000 - 7,499	100.0	99.8	80.8	13.9	50.0	196
6,800 - 6,999	-	-	93.4	23.5	-	112
6,600 - 6,799	-	-	94.2	29.0	-	23
6,400 - 6,599	-	100.0	99.5	43.4	-	83
6,200 - 6,399	-	-	99.7	62.0	52.2	64
6,000 - 6,199	-	-	100.0	72.9	-	38
5,800 - 5,999	-	-	-	84.0	-	37
5,600 - 5,799	-	-	-	94.3	54.3	35
5,400 - 5,599	-	-	-	98.5	71.7	22
5,200 - 5,399	-	-	-	98.8	73.9	2
5,000 - 5,199	-	-	-	100.0	100.0	16
None under 5,000						
Totals	441	520	637	332	46	1,976

[a] No clinical salaries are included.

Table 58. DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Salary Interval	Cumulative Percentage					Total Number Reported
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	
10,000 and Over	44.1	12.8	1.1	.5	13.6	157
9,500 - 9,999	57.0	20.0	1.4	-	18.2	53
9,000 - 9,499	69.2	33.6	2.9	1.0	22.7	69
8,500 - 8,999	81.4	46.4	5.4	-	27.3	69
8,000 - 8,499	88.2	64.9	14.1	1.5	45.5	87
7,500 - 7,999	91.4	72.5	33.0	4.7	50.0	84
7,000 - 7,499	95.0	85.8	51.8	11.9	54.5	105
6,800 - 6,999	95.3	91.0	54.7	15.0	-	26
6,600 - 6,799	95.7	93.4	60.5	20.2	-	32
6,400 - 6,599	-	94.3	68.1	29.5	59.1	42
6,200 - 6,399	96.4	94.8	76.1	38.9	-	43
6,000 - 6,199	98.2	-	83.3	50.2	77.3	51
5,800 - 5,999	98.6	-	87.7	52.8	-	18
5,600 - 5,799	99.3	95.3	90.2	65.8	-	35
5,400 - 5,599	99.6	97.6	92.4	76.2	81.8	33
5,200 - 5,399	-	99.1	93.1	86.0	90.9	26
5,000 - 5,199	100.0	100.0	93.3	93.8	100.0	22
4,800 - 4,999	-	-	95.6	94.8	-	7
4,600 - 4,799	-	-	96.7	95.3	-	4
4,400 - 4,599	-	-	97.8	97.9	-	8
4,200 - 4,399	-	-	99.6	-	-	5
4,000 - 4,199	-	-	100.0	98.4	-	2
3,800 - 3,999	-	-	-	100.0	-	3
None under 3,800						
Totals	279	211	276	193	22	981

Table 59. DISTRIBUTION OF 9=10 MONTH FACULTY SALARIES BY RANK FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Salary Interval	Cumulative Percentage					Total Number Reported
	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	
9,000 - 9,499	100.0	35.7	-	-	-	7
8,500 - 8,999	-	57.1	2.9	-	-	4
8,000 - 8,499	-	64.3	-	-	25.0	2
7,500 - 7,999	-	92.8	44.1	1.7	-	19
7,000 - 7,499	-	-	61.8	10.0	-	11
6,800 - 6,999	-	-	91.2	16.7	-	14
6,600 - 6,799	-	-	100.0	18.3	-	4
6,400 - 6,599	-	-	-	33.3	-	9
6,200 - 6,399	-	-	-	60.0	50.0	17
6,000 - 6,199	-	-	-	68.3	-	5
5,800 - 5,999	-	-	-	86.7	-	11
5,600 - 5,799	-	-	-	96.7	-	6
5,400 - 5,599	-	-	-	100.0	-	2
5,200 - 5,399	-	-	-	-	-	-
5,000 - 5,199	-	-	-	-	100.0	2
4,800 - 4,999	-	-	-	-	-	-
4,600 - 4,799	-	100.0	-	-	-	1
None under 4,600						
Totals	2	14	34	60	4	114

Table 60. DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Salary Interval	Cumulative Percentage Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Total Number of Faculty Reported
9,500 - 9,999	-	-	-	-	.8	1
9,000 - 9,499	-	-	-	-	-	-
8,500 - 8,999	8.7	-	-	-	-	2
8,000 - 8,499	-	10.0	-	-	1.7	2
7,500 - 7,999	-	-	-	-	4.2	3
7,000 - 7,499	-	-	-	-	6.7	3
6,800 - 6,999	-	-	-	2.0	11.8	7
6,600 - 6,799	-	-	-	-	13.4	2
6,400 - 6,599	-	50.0	4.2	-	21.8	15
6,200 - 6,399	-	70.0	-	4.0	25.2	7
6,000 - 6,199	82.6	90.0	37.5	9.8	36.1	43
5,800 - 5,999	-	100.0	45.8	15.7	40.3	11
5,600 - 5,799	-	-	95.8	43.1	48.7	36
5,400 - 5,599	86.9	-	100.0	70.6	63.0	33
5,200 - 5,399	-	-	-	78.4	72.3	15
5,000 - 5,199	-	-	-	88.2	82.3	17
4,800 - 4,999	-	-	-	91.0	87.4	7
4,600 - 4,799	-	-	-	-	89.1	2
4,400 - 4,599	-	-	-	-	92.4	4
4,200 - 4,399	-	-	-	92.0	94.1	3
4,000 - 4,199	91.3	-	-	94.1	96.6	5
3,800 - 3,999	-	-	-	-	99.1	3
3,600 - 3,799	95.6	-	-	-	-	1
3,400 - 3,599	-	-	-	-	-	-
3,200 - 3,399	-	-	-	-	100.0	1
3,000 - 3,199	-	-	-	-	-	-
Less than 3,000	100.0	-	-	100.0	-	5
Totals	23	10	24	51	119	227

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[a] Most of the two-year privately controlled colleges in Virginia do not have a system of assigning academic ranks to faculty members.

Table 61. PERCENTAGE DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Salary Interval	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Total Number Reported
15,000 and Over	98.2	-	-	-	1.8	57
14,000 - 14,999	100.0	-	-	-	-	31
13,000 - 13,999	92.0	4.0	-	-	4.0	25
12,000 - 12,999	98.0	2.0	-	-	-	48
11,000 - 11,999	75.2	24.8	-	-	-	117
10,000 - 10,999	43.2	50.7	5.4	-	.7	148
9,500 - 9,999	48.5	40.2	8.9	-	2.4	169
9,000 - 9,499	29.0	61.4	9.6	-	-	145
8,500 - 8,999	3.7	63.0	32.1	-	1.2	161
8,000 - 8,499	.5	41.8	53.5	1.4	2.8	213
7,500 - 7,999	-	26.5	70.5	2.2	.8	234
7,000 - 7,499	.5	2.0	75.0	19.4	3.1	196
6,800 - 6,999	-	-	71.4	28.6	-	112
6,600 - 6,799	-	-	21.7	78.3	-	23
6,400 - 6,599	-	1.2	41.0	57.8	-	83
6,200 - 6,399	-	-	1.5	97.0	1.5	64
6,000 - 6,199	-	-	5.3	94.7	-	38
5,800 - 5,999	-	-	-	100.0	-	37
5,600 - 5,799	-	-	-	97.1	2.9	35
5,400 - 5,599	-	-	-	63.6	36.4	22
5,200 - 5,399	-	-	-	50.0	50.0	2
5,000 - 5,199	-	-	-	25.0	75.0	16
None under 5,000						
Totals	441	520	637	332	46	1,976

[a] No clinical salaries are included.

Table 62. PERCENTAGE DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Salary Interval	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Total Number Reported
10,000 and Over	78.3	17.2	1.9	.6	2.0	157
9,500 - 9,999	67.9	28.3	1.9	-	1.9	53
9,000 - 9,499	49.3	42.0	5.8	1.4	1.5	69
8,500 - 8,999	49.3	39.1	10.1	-	1.5	69
8,000 - 8,499	21.8	44.8	27.6	1.2	4.6	87
7,500 - 7,999	10.7	19.1	61.9	7.1	1.2	84
7,000 - 7,499	9.5	26.7	49.5	13.3	1.0	105
6,800 - 6,999	3.9	42.3	30.8	23.0	-	26
6,600 - 6,799	3.1	15.6	50.0	31.3	-	32
6,400 - 6,599	-	4.8	50.0	42.8	2.4	42
6,200 - 6,399	4.7	2.3	51.1	41.9	-	43
6,000 - 6,199	9.8	-	39.2	43.2	7.8	51
5,800 - 5,999	5.5	-	66.7	27.8	-	18
5,600 - 5,799	5.7	2.9	20.0	71.4	-	35
5,400 - 5,599	3.0	18.2	60.6	11.5	7.7	33
5,200 - 5,399	-	11.5	7.7	73.0	7.8	26
5,000 - 5,199	4.5	9.1	9.1	68.2	9.1	22
4,800 - 4,999	-	-	71.4	28.6	-	7
4,600 - 4,799	-	-	75.0	25.0	-	4
4,400 - 4,599	-	-	37.5	62.5	-	8
4,200 - 4,399	-	-	100.0	-	-	5
4,000 - 4,199	-	-	50.0	50.0	-	2
3,800 - 3,999	-	-	-	100.0	-	3
None under 3,800						
Totals	279	211	276	193	22	981

Table 63. PERCENTAGE DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Salary Interval	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Total Number Reported
None over 9,499						
9,000-9,499	28.6	71.4	-	-	-	7
8,500-8,999	-	75.0	25.0	-	-	4
8,000-8,499	-	50.0	-	-	50.0	2
7,500-7,999	-	21.0	73.7	5.3	-	19
7,000-7,499	-	-	54.5	45.5	-	11
6,800-6,999	-	-	71.4	28.6	-	14
6,600-6,799	-	-	75.0	25.0	-	4
6,400-6,599	-	-	-	100 0	-	9
6,200-6,399	-	-	-	94.1	5.9	17
6,000-6,199	-	-	-	100 0	-	5
5,800-5,999	-	-	-	100.0	-	11
5,600-5,799	-	-	-	100.0	-	6
5,400-5,599	-	-	-	100.0	-	2
5,200-5,399	-	-	-	-	-	-
5,000-5,199	-	-	-	-	100.0	2
4,800-4,999	-	-	-	-	-	-
4,600-4,799	-	100.0	-	-	-	1
None below 4,600						
Totals	2	14	34	60	4	114

Table 64. PERCENTAGE DISTRIBUTION OF 9-10 MONTH FACULTY SALARIES BY RANK FOR THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Salary Interval	Professor	Associate Professor	Assistant Professor	Instructor	Lecturer and Other	Total Number Reported
Over 10,000	-	-	-	-	-	-
9,500-9,999	-	-	-	-	100.0	1
9,000-9,499	-	-	-	-	-	-
8,500-8,999	100.0	-	-	-	-	2
8,000-8,499	-	50.0	-	-	50.0	2
7,500-7,999	-	-	-	-	100.0	3
7,000-7,499	-	-	-	-	100.0	3
6,800-6,999	-	-	-	14.3	85.7	7
6,600-6,799	-	-	-	-	100.0	2
6,400-6,599	-	26.7	6.7	-	66.6	15
6,200-6,399	-	28.6	-	14.3	57.1	7
6,000-6,199	39.5	4.7	18.6	7.0	30.2	43
5,800-5,999	-	9.0	18.2	27.3	45.5	11
5,600-5,799	-	-	33.3	38.9	28.8	36
5,400-5,599	3.0	-	3.0	42.4	51.6	33
5,200-5,399	-	-	-	26.7	73.3	15
5,000-5,199	-	-	-	29.4	70.6	17
4,800-4,999	-	-	-	14.3	85.7	7
4,600-4,799	-	-	-	-	100.0	2
4,400-4,599	-	-	-	-	100.0	4
4,200-4,399	-	-	-	33.3	66.7	3
4,000-4,199	20.0	-	-	20.0	60.0	5
3,800-3,999	-	-	-	-	100.0	3
3,600-3,799	100.0	-	-	-	-	1
3,400-3,599	-	-	-	-	-	-
3,200-3,399	-	-	-	-	100.0	1
3,000-3,199	-	-	-	-	-	-
Less than 3,000	20.0	-	-	80.0	-	5
Totals	23	10	24	51	119	227

[a] Most of the two-year privately controlled colleges in Virginia do not have a system of academic ranks for faculty members.

3

Table 65. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK AND BY SEX FOR THE FOUR-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Academic Rank	Sex	Average Salary	Total Number Reported
Professor	Men	$11,561	399
	Women	9,471	42
Associate Professor	Men	$ 8,790	419
	Women	8,046	101
Assistant Professor	Men	$ 7,343	465
	Women	6,809	172
Instructor	Men	$ 6,023	221
	Women	5,587	111
Lecturer and Other	Men	$ 7,276	33
	Women	5,493	13
All Ranks Combined	Men	$ 8,644	1,537
	Women	6,996	439

Table 66. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK AND BY SEX FOR THE FOUR-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Academic Rank	Sex	Average Salary	Total Number Reported
Professor	Men	$9,663	226
	Women	9,016	53
Associate Professor	Men	$8,102	157
	Women	7,567	54
Assistant Professor	Men	$6,613	194
	Women	6,150	83
Instructor	Men	$5,825	112
	Women	5,243	82
Lecturer and Other	Men	$7,806	17
	Women	6,192	6
All Ranks Combined	Men	$7,823	706
	Women	6,709	278

Table 67. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK AND BY SEX FOR THE TWO-YEAR STATE-CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964

Academic Rank	Sex	Average Salary	Total Number Reported
Professor	Men Women	$9,200 -	2 -
Associate Professor	Men Women	$8,180 7,225	10 4
Assistant Professor	Men Women	$6,662 6,637	26 8
Instructor	Men Women	$5,860 5,675	40 20
Lecturer and Other	Men Women	$6,663 5,650	3 2
All Ranks Combined	Men Women	$6,517 6,082	81 34

Table 68. AVERAGE 9-10 MONTH FACULTY SALARIES BY ACADEMIC RANK AND BY SEX FOR THE TWO-YEAR PRIVATELY CONTROLLED INSTITUTIONS IN VIRGINIA, FALL 1964[a]

Academic Rank	Sex	Average Salary	Total Number Reported
Professor	Men	$5,319	13
	Women	6,179	9
Associate Professor	Men	$6,250	7
	Women	6,250	3
Assistant Professor	Men	$5,435	15
	Women	5,439	9
Instructor	Men	$4,888	29
	Women	4,741	23
Lecturer and Other	Men	$5,742	33
	Women	5,058	87
All Ranks Combined	Men	$5,419	97
	Women	5,133	131

[a] Classification of faculty members by academic rank in the two-year privately controlled colleges is according to the report made for each faculty member, not according to the policies of the institutions with respect to the assignment of faculty ranks. Most of the two-year colleges under private control in Virginia do not have an official system of faculty ranks for faculty members. For that reason, the great majority of the faculty members in the tabulation above fall into the classification of "lecturer and other."

for women at all ranks and in all types of institutions except in the privately controlled two-year colleges. In these colleges, the small number of women faculty members in the higher ranks have average salaries somewhat higher than the slightly larger number of men in these ranks. At the two other ranks of associate professor and assistant professor, the average salaries in these colleges are very similar, but at the ranks of instructor and lecturer men receive a higher average salary than women. Over-all, however, the average for faculty men exceeds that for faculty women even in these two-year privately controlled colleges.

The differential in average salaries between men and women is greater in the publicly controlled institutions than in the private, and greater in the four-year colleges than in the two-year colleges. These comparisons are not particularly meaningful in the absence of data relating to academic qualifications, scholarly achievement, and other appropriate factors that influence salary.

The relationship between average faculty salary and highest degree earned by the faculty members is shown in Table 69. Generally speaking, the higher the academic training, the higher the salary. (The exception for those in the privately controlled institutions holding no degree is probably due to the appointment of a few persons with special qualifications not of a formal academic nature.) In addition, Table 69

Table 69. AVERAGE 9-10 MONTH FACULTY SALARIES BY HIGHEST DEGREE EARNED FOR EACH OF FOUR TYPES OF INSTITUTIONS IN VIRGINIA, FALL 1964

Type of Institution	Doctorate	Master's and Graduate Professional	Bachelor's and First Professional	Other	No Degree
State-controlled:					
Four-year	$9, 579	$7, 522	$6, 734	$8, 100	$6, 730
Two-year	7, 691	6, 430	5, 794	-	-
Privately Controlled:					
Four-year	8, 769	6, 453	6, 254	5, 300	8, 700
Two-year	6, 564	5, 420	4, 535	-	4, 600

points out a sharp differential in the average salary of faculties of four-year institutions and those of two-year institutions at every category of highest degree earned. The number of persons holding the doctorate in the two-year colleges, however, is quite small.

CHAPTER VII

SUMMARY AND CONCLUSIONS

There is no doubt that Staff Report #8 deals with a critically important facet of higher education in Virginia. But it is an area of the study that does not require any lengthy set of recommendations. The facts speak for themselves. They tell of the magnitude of the task of faculty recruitment, a task which is certain to be in the forefront of the concerns of the academic world in Virginia, and throughout the nation, for the years that lie ahead. College and university presidents, deans, and department heads have lived with this problem for some years and have consistently sought to alert the public to its importance.

There are those who believe that the situation can be met only by much larger allocations of money for faculty salaries. They see faculty recruitment as a simple economic circumstance--the law of supply and demand. The demand for faculty members, they argue, has outstripped the supply, so the classical economic necessity is to raise salaries which will, in the short run, permit an institution to outbid the competition of other employers, and, in the long run, serve to increase the supply of faculty members until balance is restored. They concede that this solution will take some years to achieve because of the time needed to educate a faculty member. Meanwhile, the states and the institutions with the most money will be the highest bidders in the market for qualified staff.

The economic aspect of the problem cannot be minimized and it is important that the citizens of Virginia be informed of the necessity of devoting substantially greater funds to the support of higher education. The urgency of this has been recognized by the public officials of the State and this report can only emphasize it further. Specifically, faculty salaries in the state-controlled colleges and universities of Virginia ought to be further increased and substantially so.

More than this ought to be done, including some steps that can only be taken internally within the autonomous authority of each institution. Some recommendations are in the nature of suggestions, not to the Governor and the General Assembly, but to the respective college and university faculties and their administrative officers.

Recommendations

1. Virginia ought to continue, and augment, its well-conceived program for increasing the general level of faculty salaries. In order to insure equity among institutions, the State Council of Higher Education should assist in developing guidelines

for this purpose. The guidelines should specifically provide differential treatment among institutions, suitably based upon differences in program and function. Institutions with heavy commitments to graduate and professional instruction need greater allocation of funds for faculty salaries than other colleges. Other special considerations will need to be taken into account in developing guidelines with an appropriate degree of sophistication. The state-controlled colleges and universities should advise and assist the State Council in preparing an orderly proposal to submit to the officials and citizens of the State.

2. Steps should be taken to produce a greater number of qualified faculty members. While Virginia is able to recruit in considerable numbers from other states (as shown in Chapter IV), it is clear that Virginia ought to produce its full share and that its recruitment problem can be eased if it does so. This means expanding graduate enrollments, especially in the areas of short supply. Since graduate education everywhere is necessarily heavily subsidized, this will require that the universities with graduate programs, especially the University of Virginia, Virginia Polytechnic Institute, and The College of William and Mary, allocate more funds for graduate fellowships,

assistantships, etc. It may be possible to find funds for this purpose by reducing the institutional emphasis on lower-division instruction since the latter can be provided by the two-year colleges.

Many comprehensive universities seek to achieve a balance with one-third of their credit-hour production at the lower-division level, one-third at the upper-division, and one-third at the graduate and professional level. This can be done by limiting freshman admissions and diverting many beginning students to the two-year colleges. This would be most appropriate in Virginia where the two-year colleges all have low enrollments and where several metropolitan areas have not yet realized the full benefit of community colleges. But Staff Report #5 points out that this balance has not been achieved. The College of William and Mary produces almost two-thirds of its total credit hours at the freshman-sophomore level and only 6 per cent at the graduate level. All the four-year colleges except the Medical College of Virginia produce more than half of their total credit hours at the lower-division level. The College of William and Mary produced more lower-division credits than the eleven state-controlled two-year colleges combined.

It is suggested that the three graduate institutions consider taking steps to increase their graduate commitments by reducing the share of their resources devoted to lower-division instruction. Furthermore, Staff Report #5 indicates that they already offer graduate programs, with generally small-sized classes, in the fields (except foreign languages) where the faculty shortages are most critical. Thus the chief need is to draw more students into these programs.

3. There is need to counsel more students into college teaching. While high salaries are the sine qua non for attracting able young people into college teaching, there is also a proper place for sympathetic counseling. Here the college faculties hold the key position. If they, themselves, down-grade college teaching, if they urge their best students to seek employment in industry, government service, or elsewhere, faculty recruitment becomes still more difficult. Over-emphasis of full-time research assignments may yield the same result. While college teaching of undergraduates may not be as glamorous or as financially attractive as some of the alternatives, it offers rewards fully adequate to challenge the best talent. It is suggested that colleges and universities seek to encourage the most capable young people to choose

college teaching as their career.

4. Care must be exercised to enlist all available talent for college teaching without rejecting capable persons because of custom or tradition. It is likely that capable and well-trained women have been passed by for faculty employment because of antiquated notions and prejudices. The data in Chapters II and VI of this report ought to be studied carefully by the institutions. In some cases, positive steps might be taken to persuade persons not now engaged in teaching, including women, to qualify for employment or to accept employment if qualified. Some might be attracted by part-time positions. In any case, no sources of faculty ought to be overlooked. Colleges and universities also might reappraise their practices in refusing to employ two or more persons from the same family and their provisions for mandatory retirement if these practices unduly inhibit faculty recruitment.

5. Colleges and universities can help solve the problem by persuading their faculty members to teach more. Staff Report #5 points out that the state-controlled institutions of Virginia have a relatively low instructional productivity per faculty member. While a low teaching load may serve to

assist faculty recruitment of scholars devoted to research, as well as teachers who are just plain lazy, it might be that a higher teaching load, in terms of students but not class hours per week, coupled with higher salaries would be much more useful. This is referred to in Staff Report #5 (page 169). It will be argued that this recommendation runs counter to the current mores in higher education where one observer has stated that universities are developing the "cult of the non-teacher." What is needed is a division of labor, with most of the faculty devoting themselves primarily to teaching while others emphasize their scholarly research. Both kinds of faculty members should be well compensated.

6. Colleges and universities will also need to apply their ingenuity to the exploration of new techniques of instruction. Some bold and imaginative steps might be taken during the next decade to minimize the faculty shortage. These include such procedures as self-study, credit by examination, television instruction, the use of tutors and teaching assistants, team teaching, programmed instruction, honors programs, and others. Experience may demonstrate on the one hand that some or all of these techniques are inappropriate. On the other hand, the traditional techniques of classroom

instruction may also prove inadequate. Here is a fruitful field for experimentation. Virginia colleges and universities could perhaps make a distinctive contribution to the alleviation of their own problems if they were to concentrate on the development of valid new procedures.

APPENDIX A

COMMONWEALTH OF VIRGINIA
Higher Education Study Commission
P.O. Box 2118, Richmond, Virginia, 23216

Form 4: Individual Record of Faculty Members in Service at Main Campus or in Extension Classes in the Fall Term, 1964. (See Instructions on reverse side of sheet.)

Name and Title of person reporting ____________________

IBM Code Column

1-2 ______ A. Name of Institution ____________________

3-6 ______ B. Name (or other Identification of Faculty Member) ____________________

7-8 ______ C. Department to Which Assigned ____________________

9 ______ D. Academic Rank:

1. ______Professor
2. ______Associate Professor
3. ______Assistant Professor
4. ______Instructor
5. ______Lecturer
6. ______Other (specify)

10 ______ E. Sex: 1. ______Male 2. ______Female

11-12 ______ F. Age in Years ______

13-14 ______ G. Length of Service at this Institution ______years.

15-16 ______ H. Total Service in Institutions of Higher Education ______years.

17 ______ I. Last previous position or work prior to joining this institution's faculty.

1. ____Student
2. ____University Staff
3. ____College Staff
4. ____Jr. College Staff
5. ____School Administrator
6. ____Teaching in Elementary or Secondary School
7. ____Government Service
8. ____Business or Industry
9. ____Professional Practice
10. ____Other

18-22 ______ J. Institutional Salary (for regular 1964-65 contract) $______

23 ______ K. Salary Basis: 1. ___9-mo. academic yr. 2. ___11-12 mo. basis 3. ___Part-time

24 ______ L. Nature of Faculty Duties: 1. ___Teaching only; 2. ___Teaching and Research; 3. ___Research only; 4. ___Teaching and Administration; 5. ___Research and Administration; 6. ___Administration only; 7. ___Teaching, Research, and Administration; 8. ___Other Combination of duties.

25 ______ M. Teaching level: 1. ___Undergraduate only; 2. ___Graduate only; 3. ___Undergraduate and Graduate; 4. ___No teaching.

26-27 ______ N. Highest degree earned: ____________

28-31 ______ O. Institution from which highest degree was earned: ____________________

32-33 ______ P. Date at which highest degree was conferred: ____________________

34 ______ Q. Service this term at: 1. ___Main Campus; 2. ___Branch or Extensi
3. ___Both

COMMONWEALTH OF VIRGINIA
Higher Education Study Commission
P.O. Box 2118, Richmond, Virginia, 23216

Form 4: Individual Record of Faculty Members in Service Fall Term or October, 1964.

The purpose of this report is to provide data for an analysis of institutional faculties. The data will not be used for analyzing teaching loads or instructional costs. No report will be made that in any way identifies any individual faculty member. The analysis that will be reported will be in terms of totals, averages, and ranges for the institution as a whole or for various groupings of faculty members within the institution. The original data on individual faculty members will be retained as confidential in the files of the Virginia Higher Education Study Commission.

General Instructions

A record form is to be completed for each faculty member in service during the fall term or semester of 1964 who is to be reported according to the categories below. Include only faculty members who normally give some instructional service during the year, and report all such members of the faculty except as explained in this paragraph. Include faculty members whose full time in fall semester 1964 is given to research or other non-teaching duties. Include graduate assistants, lecturers, and other "fringe" members of the faculty only if given full responsibility for a class, laboratory section, quiz section, discussion group, etc., for which credit is given and a separate grade report is submitted. Include faculty members whose only service is in extension classes, but only if the extension classes are given for credit. Exclude faculty members whose only teaching on campus or in extension is in non-credit courses or in courses of less than college level. Exclude residents and interns in medical schools. Include department heads, deans, and other administrative personnel with faculty status who occasionally teach one or more classes. Faculty members on leave during the fall of 1964 may be included or excluded at the option of the reporting institution.

Complete one form for each faculty member. In Item B the identification of the faculty member can be by any means that is convenient to the institution, either by name, payroll number, or by any other convenient but distinguishing designation. If he is assigned to two or more departments, indicate the department of his major responsibility in the space provided in Item C.

In Item D report the academic rank of the faculty member by placing a check mark in the appropriate space.

In Item F report the age at last birthday.

In Item G report the total years of faculty service at this institution prior to the fall term or semester of 1964. In Items G and H, if service is less than one year, report zero; if one year, but less than two, report one; if two years, but less than three, report two; and so on.

In Item J report the regular annual salary in effect for the faculty member in the fall term or semester of 1964. If the faculty member does not devote full time to instruction, report his regular salary or the full-time equivalent, if he is on a part-time salary schedule. Do not include extra payment for extension classes, correspondence study, or other duties unless such assignments are included in the regular salary as part of the regular load.

In Item N report the highest degree earned by the faculty member. Standard abbreviations may be used.

In Item O please spell out name of institution from which highest degree was earned.

Please make no entries in the first column, which is reserved for IBM coding.

END

DEPT. OF HEALTH
EDUCATION AND
WELFARE

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